

2022

可成科技

Catcher Technology Co., Ltd.

永續報告書

Catcher Sustainability Report





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Message from Management

To our partners who care about catcher' s sustainability:

2022 appeared to be full of challenges for Catcher. With the pandemic easing, countries around the world are gradually reopening and restarting their economic cycles. On the other hand, uncertainties remain. The US-China disputes have intensified, the war between Russia and Ukraine has continued, extreme weather has repeatedly ravaged the earth, while the coronavirus still continues to mutate, all these changing manufacturing processes and consumption behaviors. As global markets turned cautious, in response to a rapidly changing environment, Catcher has been diversifying its product manufacturing and technology development, and exploring front-end applications that conform to new trends. In terms of material applications, the Company has continuously developed a variety of solutions. Operationally, it has been actively expanding into new markets and gaining new clients, while raising management flexibility in order to ease the impact from the pandemic and all kinds of uncertainties.

Catcher remains committed to implementing corporate social responsibility and sustainable management principles. The Company has long been engaged in the ESG field. In 2014, the Company established the Corporate Social Responsibility (CSR) team, which has been renamed as the Sustainable Development Office in 2022. The office is responsible for planning and implementing sustainability action plans, such as setting energy conservation and carbon reduction goals, actively investing in renewable energy development, and conducting greenhouse gas inventories. The Company conducts major issue survey regularly with stakeholders and set up relevant objectives and policies based on assessment results, to strength the engagement with stakeholders.

In terms of sustainable business performance, Catcher has been included as a constituent stock on "FTSE4Good TIP Taiwan ESG Index" and "MSCI Taiwan Select ESG Sustainability High Yield Top 30 Index" in 2022. Furthermore, the Company ranked among top 21-35% of TWSE-listed companies in the "9th Corporate Governance Evaluation". Catcher has also obtained certifications such as ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, and ISO 27001 Information Security Management System in recent years, to implement risk management system aligning with international sustainability standards.

As the climate changes rapidly and geopolitical tensions trigger global energy crises, countries worldwide have begun to prioritize energy transition issues. Since 2016, Catcher has conducted greenhouse gas inventories and annually disclosed information on GHG emissions by responding to CDP questionnaires. Not only will Catcher implement energy and greenhouse gas management policies, but we will push to reduce GHG emissions. In addition, complying with regulations and customer requirements, the Company will incorporate data covering the whole group and third-party verification. In response to government policies and client requirements, Catcher has taken the initiatives in climate change impact, including meeting the Science-Based Targets Initiative (SBTi) criteria, evaluating climate change-related risks and adaptation strategies through the Task Force on Climate-related Financial Disclosures (TCFD) methodology, and disclosing information based on the Sustainability Accounting Standards Board (SASB) standards to align with global sustainability trends and achieve Net-Zero Emissions target by 2050.

In terms of social responsibility, Catcher continues to actively participate in public welfare activities, pay attention to education and related issues, and sponsor sports events. The blood shortage occurred during the pandemic, Catcher raised blood donation campaigns with Tainan Blood Center to encourage our employees joining blood donation, which was praised twice by Taiwan Blood Services Foundation.

Facing of a challenging environment, Catcher upholds a philosophy of "technological innovation, customer engagement, ethical management, and corporate sustainability" and takes multiple measures to optimize ESG performances. In addition to enhancing our core competencies, Catcher is also fulfilling corporate social responsibility, in a hope to create a maximum value for its customers, shareholders, and employees.

A large, stylized handwritten signature in black ink, reading '洪水樹' (Hung Shui-shu), is positioned over a background image of a modern building with a glass facade and a green lawn.

Hung, Shui-shu
Chairman to Catcher



About This Report

The purpose of this Report is to inform all stakeholders of Catcher's performance outcomes and future plans with regards to sustainable operation in 2022. The information contained in this Report is presented in accordance with the Global Reporting Initiative Standards 2021. Based on the sustainability context and principles of stakeholder inclusiveness, preliminary screening of issues was performed, after which a stakeholder survey questionnaire was formulated for distribution to facilitate ranking of material issues, which serve as references for the extent of disclosure of each issue. In addition, a table of GRI Standards indicators with reference to the UN Global Compact is provided herein and adopts the sustainability indicators of the Sustainability Accounting Standards Board (SASB).

Report Period & Scope

This Report covers the economic, social, and environmental practices of Catcher offices/factories in Taiwan (Ren Ai Factory, T.I.P. Factory, Y.K.I.P. Factory, and Taipei Operations Center) as well as factories in China and Catcher Educational Foundation in the period between January 1, 2022 and December 31, 2022. Please visit the Investor section of the Company's website for details on finance-related information (http://www.catcher-group.com/tw/investor_financial_psc.aspx)



Data & Source of Verifications

The financial information in this Report was sourced from the annual report that has been verified by the Company's accounting firm. The ISO 14001 Environmental Management System and ISO 45001 Occupational Safety and Health Management System have been verified by a third party verification unit. Estimation or calculation equations are presented below tables and figures when necessary. To enhance reliability, Catcher plans to obtain relevant statements of guarantee from verification units for future reports.

Publication Period

Catcher publishes Sustainability reports on an annual basis. An executive summary of the CSR report was published for the first time in June 2015. A complete version, which was published for the first time in June 2017, and the next issue will be published in June 2023. To ensure environmental conservation, Catcher sustainability reports are published as electronic files (*.pdf) on the Company 's official website (http://www.catcher-group.com/tw/csr_esh_more.aspx?ID=5) . We welcome all feedback and suggestions.

Contact Information

If you have any suggestions or questions about the contents of this report, please feel free to contact us at the following contact information :

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Fax : 06-2030123

Email : csr@catcher-group.com



▲ Corporate Social Responsibility 2020 & Sustainability Report 2021



ESG Performance Highlights



Governance

- Catcher's Chairman was ranked the 7th among "Taiwan' s Top 100 CEOs" by Harvard Business Review
- Constituent of "FTSE4Good TIP Taiwan ESG Index" and "MSCI Taiwan Select ESG Sustainability High Yield Top 30 Index"
- Ranked among top 21-35% of TWSE-listed companies in the "8th Corporate Governance Evaluation" , marking its best performance in the past six years.

Society

- Renewed a memo of cooperation with Bureau of Education, Tainan City Government to promote the computational thinking project.
- Certified by Occupational Safety and Health Management System (ISO 45001)
- Certified by Talent Quality-management System (TTQS)
- Certified by IATF 16949 Vehicle Industry Quality Management System
- Certified by Medical Devices Quality Management System (ISO 13485)
- Certified by Information Security Management System (ISO 27001)
- Certified by Health Workplace-Health Promotion Badge
- Served as core enterprise of Catcher' s safety and health family program



Environment

- Certified by Environmental Management System (ISO 14001)
- Certified as SONY GP(Green Partner)
- Certified as Tainan Green Procurement Company in Excellence





1. Sustainable Communication

1.1 Catcher' s Sustainable Development
Management Mechanism

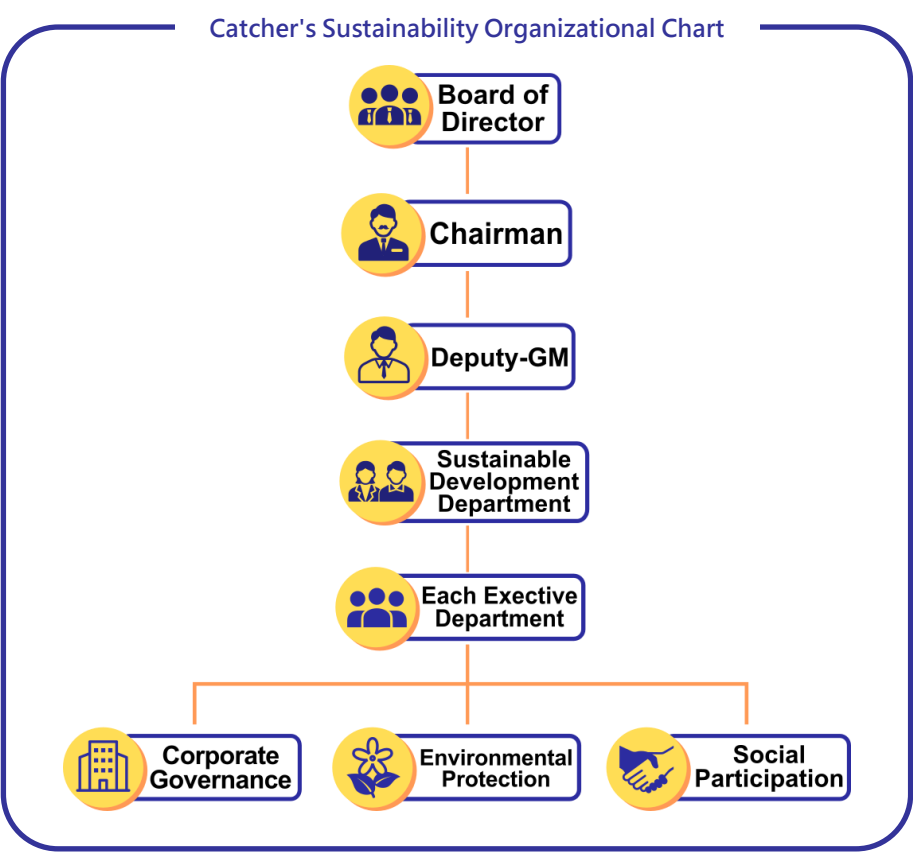
1.2 Identification and Communication

1.3 Analysis of Material Issues



1.1 Catcher 's Sustainable Development Management Mechanism

In 2014, Catcher established a CSR Team subordinate, which was renamed as Sustainable Development Department, to work in collaboration with personnel from various departments in the handling of sustainable-development-related matters. The Team is composed of members from Internal Audit Office, EHS, Human Resource Department, Strategic Procurement Department, Sales and Marketing Department, Investor Relations Department and Quality & Reliability Assurance Department, and who are collectively responsible for formulating sustainable development performance indicators. As part of its routine operations, the Team ensures that the expectations of stakeholders are appropriately fulfilled. The implementation projects and performance of material issues are regularly reported directly to the Chairman.



Catcher's Sustainable Development Department has formulated the "Sustainable Development Procedures," which outline the identification and management of significant issues and corresponding risks, as well as the implementation of the Responsible Business Alliance (RBA) management mechanisms. Through internal communication, education and training programs, regular meetings, and internal communication channels, Catcher strengthens employees' awareness of sustainable development, continuously optimizes labor, environmental, health and safety, and ethical control mechanisms. Furthermore, suppliers are informed of the RBA standards to ensure their inclusion in the company's scope of sustainable development.

Catcher conducts stakeholder surveys annually in accordance with the Global Reporting Initiative (GRI) to identify significant environmental, social, and governance issues. For each significant issue, risk identification, analysis, assessment, and management are carried out in accordance with the company's risk management requirements. The risk management report on significant sustainable development issues is reviewed and approved by the Chief Sustainability Officer before being submitted to the Board of Directors and disclosed in the sustainability report.



Catcher establishes appropriate governance architecture, formulates and reviews Sustainability policy and related management guidelines

Catcher’ s CSR policy is disclosed on the official website, and CSR management review meetings are held on an annual basis to review CSR related issues, compliance of international standards-Responsible Business Alliance (RBA) requirements, and handling of appealing cases, changes in domestic and international laws, etc., and review the needs to adjust and change CSR policy, goals, and management guidelines.

Catcher’ s Sustainability Policy

- ◆ **Regulatory compliance**
Comply with relevant regulations, and other related demands with Catcher’ s agreement. We are persistence in our pursuit of legal profits and implementation of social responsibility.
- ◆ **Environmental conservation**
In order to achieve our goals of green corporation and sustainable development, Catcher is committed to cherishing the natural resources and reducing environmental impacts.
- ◆ **Human-oriented management**
Respect workers' rights and focus on workers' health & safety. We build a appropriate management system and working environment. Moreover, we take care of humanities and society.
- ◆ **Advanced governance**
Through continuous improvement of performance management, we strive to balance interests between all stakeholders, and create the best value of Catcher.

Catcher’ s 10 Major Sustainability Principles

- ◆ Comply with laws and regulations and pursue reasonable profits.
- ◆ Create corporate value, maintain corporate transparency, ensure favorable corporate governance, and optimize shareholder interest.
- ◆ Practice integrity management, adhere to business ethics, and engage in fair competition.
- ◆ Respect human rights and basic labor principles, create a safe, healthy, harmonious, and fair workplace, and provide legitimate and reasonable salary and welfare systems.
- ◆ Protect the environment, conserve resources, and facilitate the sustainable development of the environment.
- ◆ Unite customers who are willing to make a difference, work together to invent outstanding products, and showcase the excellence of human craftsmanship.
- ◆ Encourage and reward innovation and R&D, and respect intellectual properties.
- ◆ Actively participate in governmental, social, and community events, establish favorable communication channels and interaction, and fulfill citizen responsibilities.
- ◆ Sponsor cultural, educational, and public welfare events, and encourage full employee participation.
- ◆ Integrate the principles and practices of CSR in supply chain management.



1.2 Identification and Communication



Catcher references the five key principles of AA1000 Stakeholder Engagement Standard included responsibility, influence, tension, diverse perspectives, and dependency, and then defines stakeholders as organizations or individuals who influence Catcher or are influenced by Catcher. Based on this definition, the CSR Team has identified the following major stakeholders: Employees, customers, suppliers, investors and shareholders, community residents, government agencies, non-profit/non-government organizations, and news media.

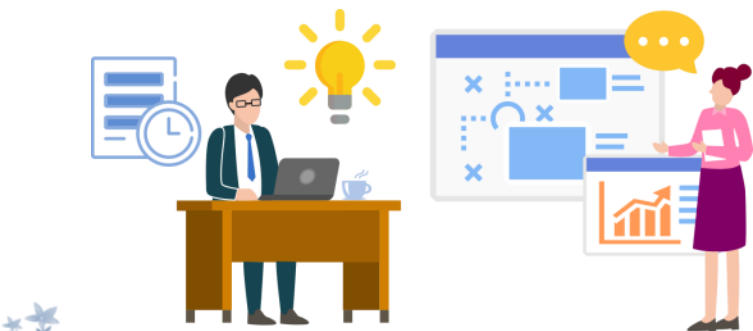
➤ Catcher’ s Primary Stakeholders

Category	Importance	Main Responsible Units
Employees	Employees are the most important asset because the devotion and harmony of employees can influence the atmosphere and operating performance.	<ul style="list-style-type: none"> Human Resource Department EHS
Customers	The fundamental cause of normal operations and sustainable growth of Catcher is its customers.	<ul style="list-style-type: none"> Major Responsible Department: Sales and Marketing Department Quality & Reliability Assurance Department
Suppliers	The various products and services provided by Catcher must rely on the cooperation of high quality Suppliers.	<ul style="list-style-type: none"> Strategic Procurement Department
Investors & shareholders	Investors and shareholders who hold shares are the basis for the existence of Catcher.	<ul style="list-style-type: none"> Investor Relations Department
Community residents	Catcher was founded in Tainan city and wants to do its best to give back to the local community.	<ul style="list-style-type: none"> Human Resource Department EHS Catcher Educational Foundation
Government agencies	Catcher is a legitimate company, so its conduct and deeds must meet the requests of the regulations.	<ul style="list-style-type: none"> Human Resource Department EHS Internal Audit Office
NPO/NGO	Catcher is willing to share the achievements with non-government organizations to expand its influence and assist social development.	<ul style="list-style-type: none"> Human Resource Department Catcher Educational Foundation
News media	The advice and suggestions of the news media can make Catcher find more defects and continue to work hard.	<ul style="list-style-type: none"> Investor Relations Department




➤ Stakeholders and Their Communication Channels

To accurately identify the needs of our stakeholders, Catcher has established a suitable two-way communication channel through which to interact with stakeholders. Additionally, a Stakeholder section and CSR mailbox (csr@catcher-group.com) are provided on the Company's website. Through such diverse communication channels, Catcher can therefore adequately respond to sustainability issues that are of interest to stakeholders and gain a better understanding of their expectations. These insights will in turn serve as references for the sustainable management of Catcher.




Category	Issues Concerned	Corresponding chapters/sections	Communication Channels
 Employees	Employee rights	3.1 Establishment of Employee–Employer Relations	<ul style="list-style-type: none">Communicate information on bulletin boards, portal website, and Facebook Fan pageRegularly convene labor negotiation meetingRegularly convene welfare committee/catering committeeHandle/inquire on the progress and status of handling employee feedback and grievancesConduct annual Catcher catering satisfaction surveyHold internal factory leisure events (e.g., Family Day, sports competition, book fair)Regularly/occasionally conduct educational trainingEach business department regularly/occasionally convene communication meetings and interviewsSetup Stakeholder section on the company's website
	Employer–Employee Relations	3.1 Establishment of Employee–Employer Relations	
	Occupational Safety and Health Management System	3.4 Safety & Health	
 Customers	Customer Relation Management	2. Corporate Governance	<ul style="list-style-type: none">Conduct customer audit and improve deficienciesCompany website consulting serviceCollect customer satisfaction survey questionnaire every yearManage customer complaints by following internal standard operating proceduresSetup contact window for immediate customer response and face-to-face communicationConvene impromptu meetings in case of unexpected situationsSetup Stakeholder section on the company's website
	Supply Chain Management	2. Corporate Governance	
	Corporate Governance Capability	2. Corporate Governance	





Category	Issues Concerned	Corresponding chapters/sections	Communication Channels
 Suppliers	Supply Chain Management	2.6 Stability and Sustained Operation	<ul style="list-style-type: none"> ■ Provide product and governance related information on company's website ■ Provide supplier consulting service on company's website ■ Educate suppliers on CSR from time to time ■ Dedicated window handle procurement matters ■ Anti-corruption reporting mailbox ■ Occasionally convene supplier business review meetings ■ Conduct supplier evaluation and audit ■ Setup Stakeholder section on the company's website
	Integrity and Anti-corruption	2.5 Ethical Management	
 Investors & shareholders	Corporate Governance Capability	2. Corporate Governance	<ul style="list-style-type: none"> ■ Regularly resolve company's material matters through shareholders' meeting ■ Occasionally convene investor conference to present the company's business outcomes and prospects ■ Disclose material business and financial information through stock exchange and company's website ■ Occasionally release press to announce company's business operation or events ■ Appoint dedicated personnel to handle and respond to investors' stock affairs ■ Actively participate in seminars and investor forums of domestic and foreign investment institutions ■ Setup Stakeholder section on the company's website
	Visions and Strategy of Sustainability	2.6 Stability and Sustained Operation	
	Communication with Stakeholders	1. Sustainable Communication	
 Community residents	Environmental Pollution Prevention	4.3 Environmental Pollution Prevention	<ul style="list-style-type: none"> ■ Occasionally partake in community events for information exchange ■ Provide CSR email and have dedicated personnel to reply emails ■ Occasionally visit village chief, residents, schools, and economically disadvantaged groups located near factories ■ Occasionally attend village meetings and sponsor village activities ■ Setup Stakeholder section on the company's website
	Environmental Management System	4.1 Management System Operation	
	Social Engagement and Public Welfare	3.5 Social Participation and Public Welfare	



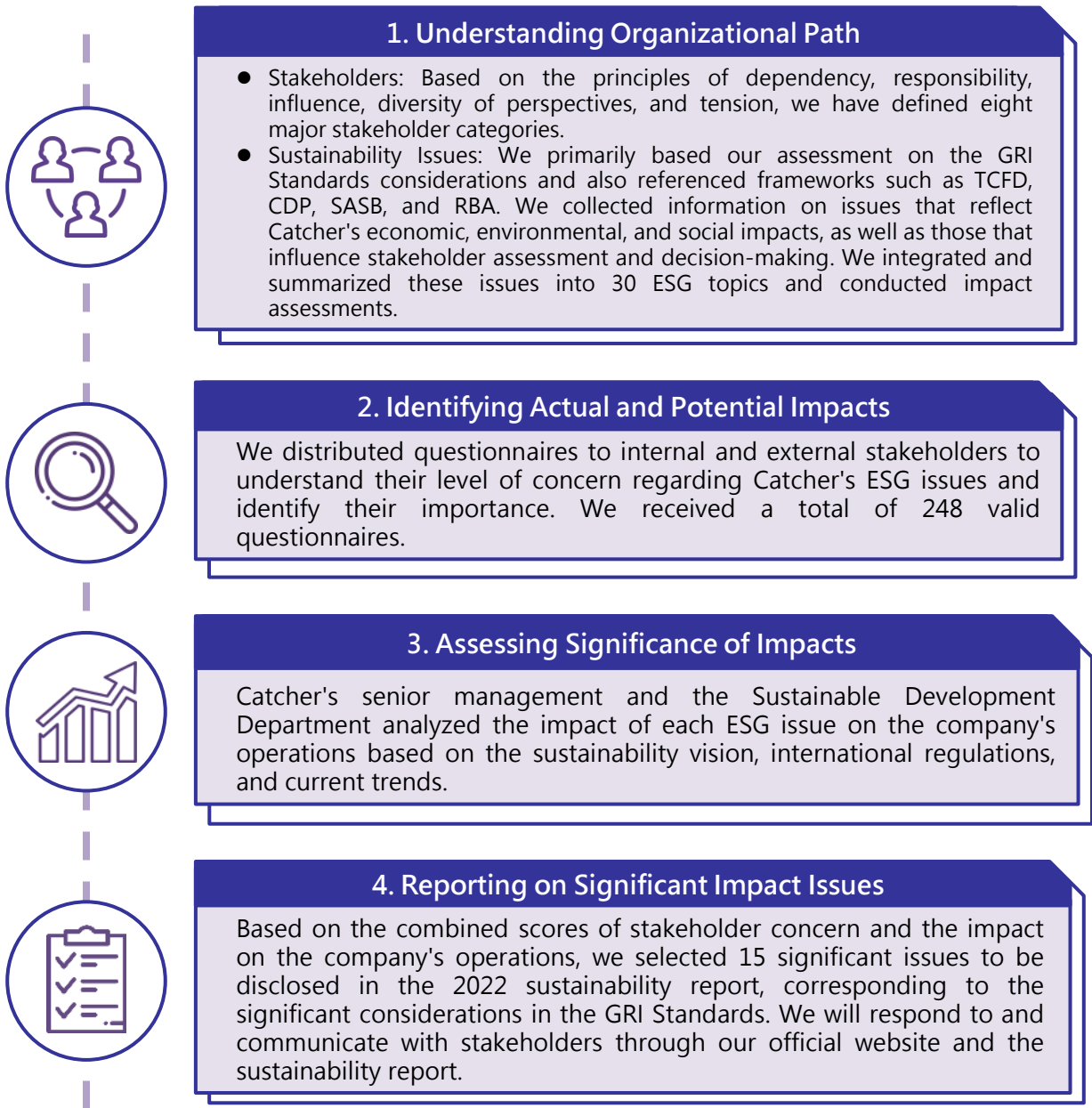
Category	Issues Concerned	Corresponding chapters/sections	Communication Channels
 Government Agencies	Corporate Governance Capability	2. Corporate Governance	<ul style="list-style-type: none"> Annually disclose information on company's website in pursuant to government regulations Facilitate government audit inspections inside the factories when needed Every year, regularly confirm regulatory updates and state of compliance Every year, regularly conduct statistics and declare/report company information Every year, occasionally participate in projects or seminars/conferences held by the government Implement related matters in accordance with government regulations Deliver information through official letters and documents Setup Stakeholder section on the company's website
	Environmental Pollution Prevention	4.3 Environmental Pollution Prevention	
	Employee Rights	3.1 Establishment of Employee–Employer Relations	
 NPO/NGO	Integrity and Anti-corruption	2.5 Ethical Management	<ul style="list-style-type: none"> Occasionally sponsor projects and events Occasionally take part in NPO/NGO seminars and activities Provide Tainan school students (vocational high schools to graduates) job shadowing opportunities Provide opportunities of industry-university cooperative project and exchange for universities and colleges Setup Stakeholder section on the company's website
	Social Engagement and Public Welfare	3.5 Social Participation and Public Welfare	
	Visions and Strategy of Sustainability	2. Corporate Governance	
 News Media	Corporate Governance Capability	2. Corporate Governance	<ul style="list-style-type: none"> Every month, regularly release news on operating revenue Occasionally hold media communication event, press conference or press release to announce future developments Provide spokesperson contact details to respond to media questions Accept press interviews and project planning
	Supply Chain Management	2.6 Stability and Sustainable Operation	

1.3 Analysis of Material Issues

To better understand the perspectives of various stakeholders, Catcher continuously communicates with them through various channels. We also refer to the latest edition of the GRI Standards (2021) for significant topics and considerations, taking into account the context of Catcher's sustainable development. After discussions with internal and external experts, we have preliminarily identified 30 sustainability issues across the three dimensions of environment, social, and governance.

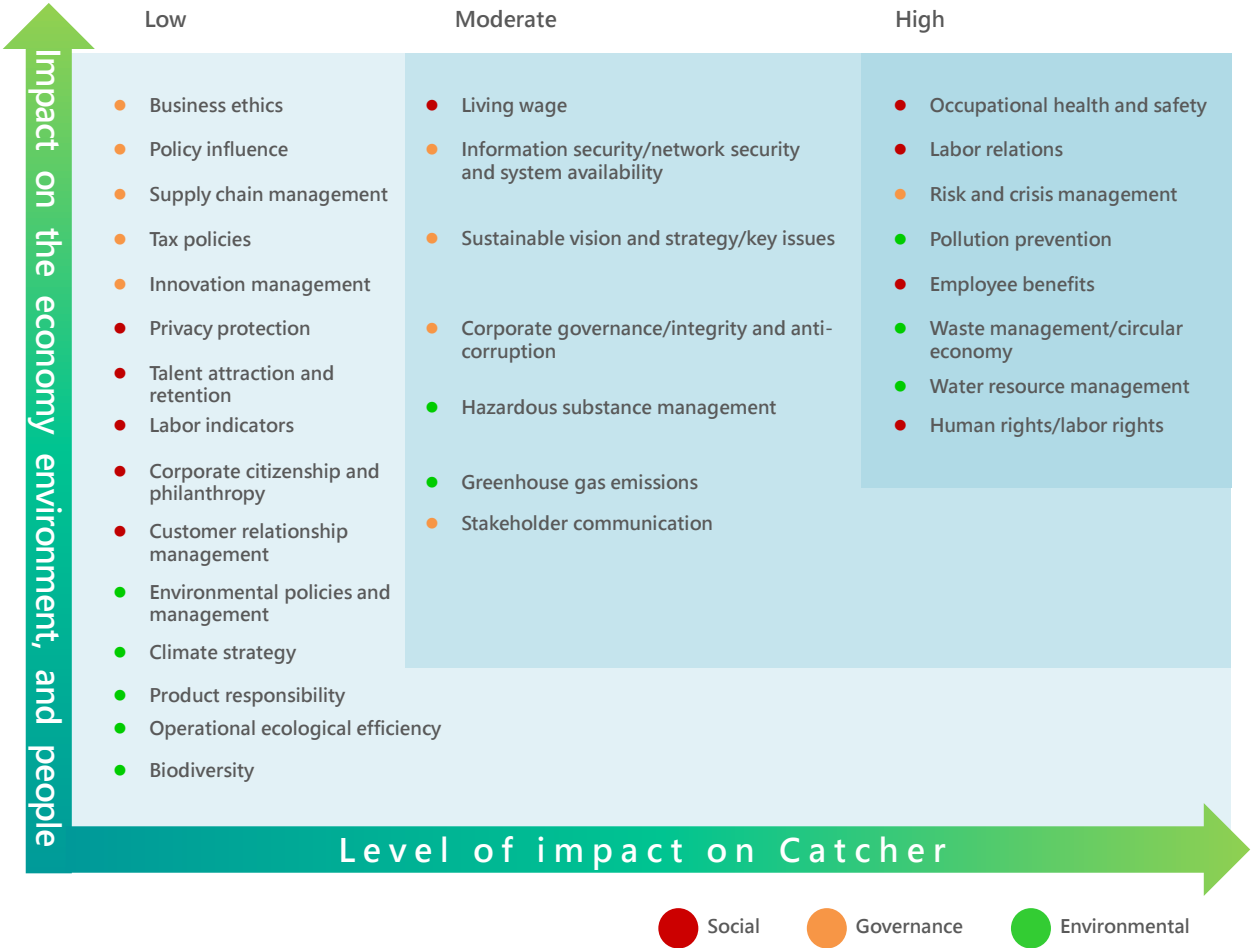
We conducted a questionnaire survey to identify the level of stakeholder concern regarding the sustainability issues. A total of 248 questionnaires were collected. In addition, Catcher's senior management and the Sustainable Development Department jointly evaluated the impact of each ESG issue on the company's operations.

➤ Analysis of Material Issues



Catcher’s Material Issues in 2022

Catcher can compile a list of 30 sustainability issues of interest to stakeholders, through the participation of various stakeholders and joint discussions between senior executives and the Sustainability Development Department. Based on governance, social, and environmental aspects, the 15 most significant sustainability issues with the greatest impact are identified as the foundation for writing the report, fully disclosing their management practices and performance results.



In response to the aforementioned issues, Catcher presents the value chain it encompasses in the sustainability report, based on their impact and implications for both internal and external aspects of the organization. The value chain is disclosed and addressed in the sustainability report according to the principles of significance and comprehensiveness, as shown in the following table.



➤ Materiality Analysis Results of Catcher

Issue Dimension	ESG Issues	Mapping against GRI Standards	Corresponding Sections	Value Chain Impact Boundary			Financial Impact			Likelihood of Occurrence		
				Upstream	Operations	Downstream	High	Medium	Low	High	Medium	Low
Governance	Risk and Crisis Management	--	2.6Sustainable Operations	V	V	V	V			V		
	Information Security	Customer Privacy	2.4Customer Service		V	V		V		V		
	Sustainable Vision and Strategy	Management Policy	Management's Statement Management Policies for Each Issue		V				V		V	
	Corporate Governance/Integrity and Anti-Corruption	Anti-Corruption	2.5 Integrity and Practicality		V	V			V		V	
	Stakeholder Communication	Stakeholder Communication	1. Sustainable Communication	V	V	V			V			V
Social	Occupational Health and Safety	Occupational Health and Safety	3.4Safety and Health Control		V	V		V			V	
	Labor Relations	Labor Relations	3.1Labor-Management Relations Building		V			V			V	
	Employee Welfare	Labor-Employer Relationship	3.1Labor-Management Relations Building		V				V			V
	Human Rights/Labor Rights	Human Rights Assessment	3.1Labor-Management Relations Building		V				V			V
	Living Wage	Compensation Policy	3.2Human Resources Management		V				V			V
Environment	Pollution Prevention	Wastewater and Waste	4.3Environmental Pollution Prevention and Control		V	V		V		V		
	Waste Management /Circular Economy	Wastewater and Waste	4.3Environmental Pollution Prevention and Control		V	V		V		V		
	Water Resource Management	Water/Wastewater and Waste	4.3Environmental Pollution Prevention and Control		V	V		V		V		
	Hazardous Substance Management	Wastewater and Waste	4. 3Environmental Pollution Prevention and Control		V	V		V			V	
	Greenhouse Gas Emissions	Energy/Emissions	4.4Greenhouse Gas Inventory		V	V	V			V		

Note 1: Definition of Financial Impact: "High" if the impact on the organization/business is > 80%; "Medium" if the impact on the organization/business is > 50%; "Low" if the impact on the organization/business is < 50%.

Note 2: Definition of Likelihood: "High" if the probability of occurrence for the organization/business is > 80%; "Medium" if the probability of occurrence for the organization/business is > 50%; "Low" if the probability of occurrence for the organization/business is < 50%.



2. Corporate Governance

2 . 1 About Catcher

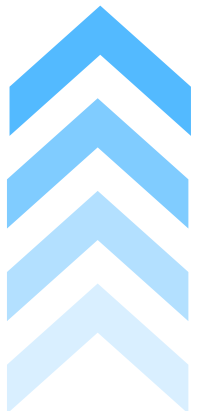
2 . 2 Responsible Governance

2 . 3 Technological Innovation

2 . 4 Best Customer Service

2 . 5 Ethical Management

2 . 6 Stability and Sustainable Operation





2.1 About Catcher

Catcher Technology Co., Ltd.

Address of Headquarters	➡ No. 398, Ren Ai Street, YungKang Dist, Tainan City
Paid-in Capital	➡ NT\$ 7,144,671 thousand
Primary products and services	➡ Casing and Internal Components
Sales Region	➡ Domestic sales (1.47%) and overseas sales (98.53%, including Asia, America and other regions)
2022 Net Sales	➡ NT\$ 27,820,529 thousand
2022 Production Capacity	➡ 35,000 thousand units
2022 Production Output	➡ 23,708 thousand units
Total number of employees in Taiwan	➡ 3,942ppl(Data as of December 31, 2022)





Catcher's Key Milestones

2000

Received product certification from international mobile phone manufacturers and officially launched mass production and shipment

2001

Extended business into producing desktop computer chassis and casings, and began mass production and shipping in Suzhou factory

2015

- Received OHSAS 18001 Occupational Safety and Health Management System Certification
- Ranked by Forbes as one of the best 50 enterprises in Asia

2016

- Ranked top 10 in Nikkei's Asia300 ranking
- Rated as an Excellent Taiwanese Corporation in China by the Management Institute in Taipei
- Received the Sports Enterprise Certification by the Sports Administration of the Ministry of Education

2017

- Catcher was awarded Forbes Global 2000 and ranked 51st in the global leading company segment
- Y.K.I.P. Factory completed a construction project
- Received ISO 14046 Water Footprint Certification
- Catcher voluntarily purchased and consumed 1,000,000 degrees of 2017 green power and obtained the green power Badge by Industrial Development Bureau

1984

Established Catcher and researched and developed aluminum alloy die casting parts

1986

Developed magnesium alloy die casting technologies

1994

Received DNVI ISO 9002 Certification

1997

Received BVQI ISO 9001 Certification and submitted an IPO proposal

2001

Built the Ren Ai factory and considerably increased the scale of business operation

2006

Ranked by Forbes as one of the best 200 enterprises in Asia

2009

Received ISO 14001 Environmental Management System Certification

2010

Received ISO 14001 Environmental Management System Certification

2012

Ranked by the International Business Times as one of the 1000 fastest growing companies in the world



2020

- HBR ranks Catcher's President to be the Champion of "Top 100 Taiwan CEO"
- Awarded "Sports Corporate Certificate" by the Sports Administration, MOE in 3 Consecutive years
- Entered into the Memorandum of Cooperation with the Education Bureau, Tainan City Government for the progress in the Calculation Way of Thinking Promotion Program

2021

- ITRI and Catcher collaborated on a next generation integrated electrosurgery system and a precision dual mode system for minimally invasive surgery
- Received ISO 13485 Medical Devices Quality Management System Certification
- Signed a Memorandum of Cooperation with Bureau of Education, Tainan City Government to promote the computational thinking project in 3 consecutive years

**2018**

- Catcher ranked 24th in Forbes Top 100 Digital Companies, 1st among Taiwanese companies
- Catcher's 1st and 2nd plants in Tainan Technology Industrial Park have passed the Cleaner Production Assessment hosted by Industrial Development Bureau, MoEA
- Twice awarded sport enterprise certificate by Sports Administration, MoE

**2022**

- Catcher's Chairman was ranked 7th in the "Top 100 Taiwan CEOs" by Harvard Business Review.
- Catcher was once again included in the "FTSE4Good Emerging Markets Index" and the "Taiwan Sustainability Index."
- In the "8th Corporate Governance Evaluation," Catcher was ranked in the top 21-35% of listed companies, achieving its best performance in six years.

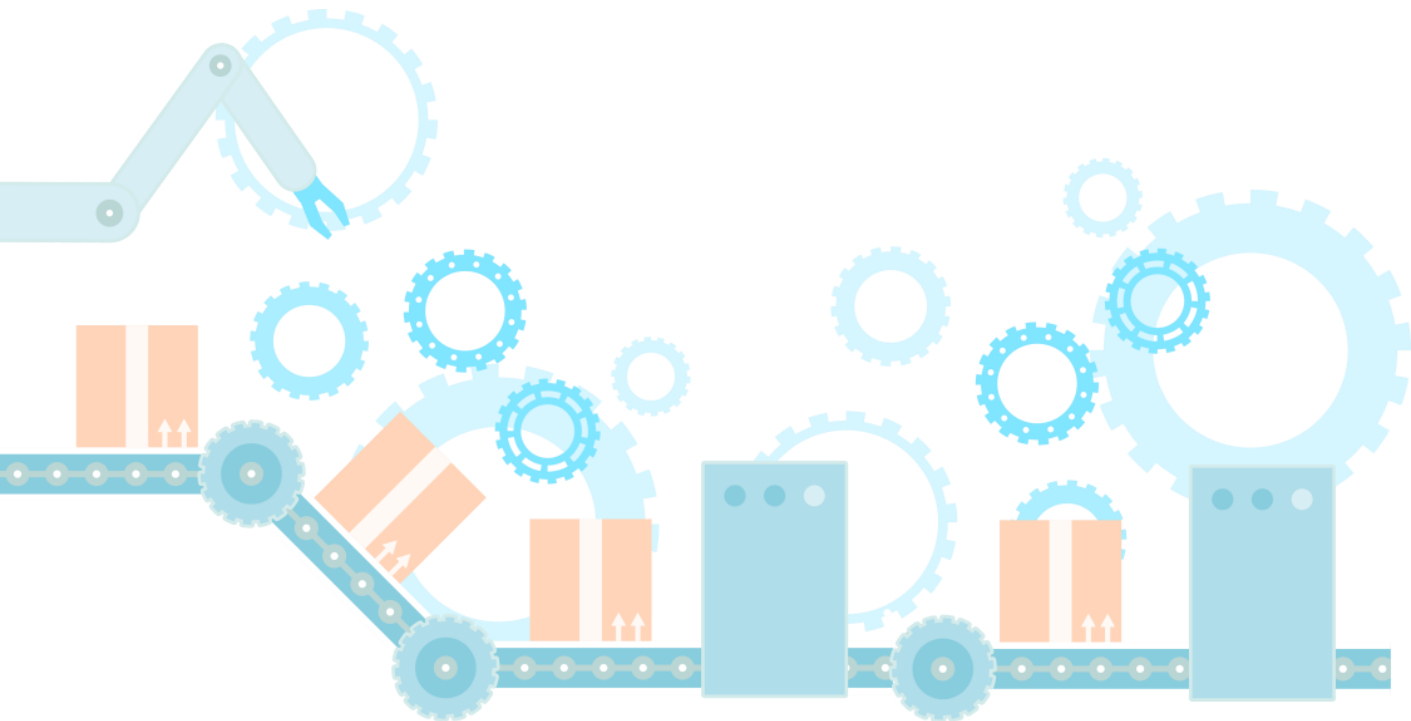
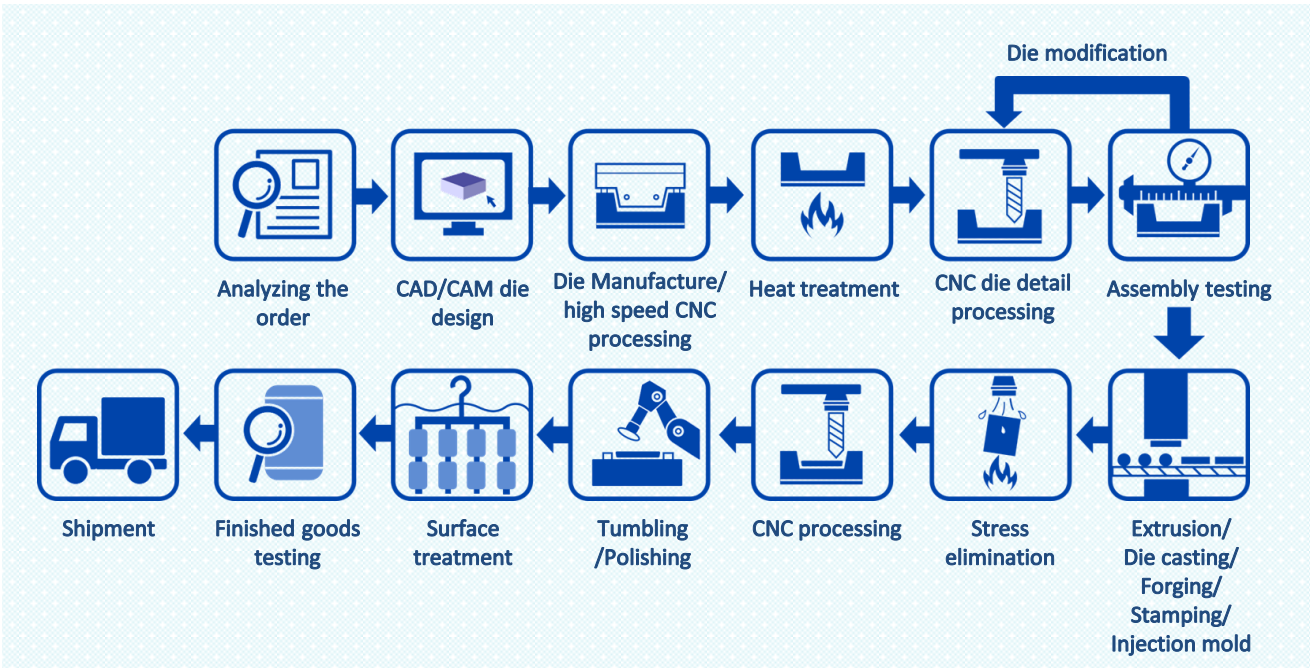
**2019**

- The consolidated revenue of the Group reached NT\$91.6 billion, higher than NT\$90 billion for three consecutive years
- The award of the Best Electronics Manufacturing Company granted by Global Brands
- Nomination of the National Sustainable Development Award
- Ranked as Top 20 Happiness Enterprises in the Technology Industry Rated by 1111 Job Bank
- Signed a Memorandum of Cooperation with Bureau of Education, Tainan City Government to promote the computational thinking project of primary school students
- Received ISO 45001 Occupational Safety & Healthcare Management System Certification



➤ Intro to Manufacturing Process

Manufacturing technologies include Magnesium/aluminum alloy die casting, aluminum extrusion, forging, stamping, metal injection molding (MIM), injection, thermoforming, CNC processing, anode, PVD, and coating. The materials we deal with encompass aluminum alloy, magnesium alloy, stainless steel, composite materials of carbon fiber and glass fiber, and engineering plastics. Technologies and distinct binary processing methods are adopted depending on the materials involved. Finally, surface processing technologies are employed to create ultra-fine and aesthetically appealing mechanical parts.



➤ Global Locations

As an industry leader, Catcher specializes in the production and development of casings and internal components. With its integration of core technologies and manufacturing processes, the Company has the capability to produce world-class products and provide total solutions to customers worldwide, as well as to major domestic and foreign manufacturers. In addition to its Ren Ai Headquarters in Tainan, the Company has also established manufacturing facilities in various locations like the Tainan Technology Industrial Park, Yongkang Technology Industrial Park, and China to achieve optimal distribution.



▲ Catcher’s Global Locations

➤ Operational Performance

In a rapidly changing market such as the electronic information industry, product life cycle is dependent on key innovation technologies and prospect management capabilities in order to meet customer expectations and enhance financial performance. In 2022, influenced by geopolitical turmoil, supply chain constraints, high inflation, global economic downturn, and weak end-demand, Catcher Group managed to mitigate the impact through flexible management and maintain operational stability. With the collective efforts of all employees, the Group achieved a revenue of NT\$ 27.8 billion, a consolidated gross profit margin of 32%, and a consolidated net profit attributable to the parent company of NT\$ 10.902 billion, resulting in a basic earnings per share of 15.14.

◆ Business Achievement (Group)

Item	Amount	Percentage	
Operating Income	27,820,529	100%	2022
	41,094,979	100%	2021
Operating Gross Profit	8,866,897	32%	
	13,569,127	33%	
Operating Net Profit	4,968,798	18%	
	8,760,121	21%	
Net Profit Before Tax	16,543,047	59%	
	12,070,652	29%	
Net Profit After Tax	10,902,179	39%	
	8,575,044	21%	

(Unit : NT\$1,000)

◆ Profitability (Group)

Item		2022	2021
Return on Assets (ROA)		5%	4%
ROE(Return On Equity)		7%	6%
Paid-up Capital Ratio	Business Income	70%	115%
	Net income before tax	232%	158%
Net profit rate		39%	21%
Surplus per share (NT\$)-Base		15.14	11.31

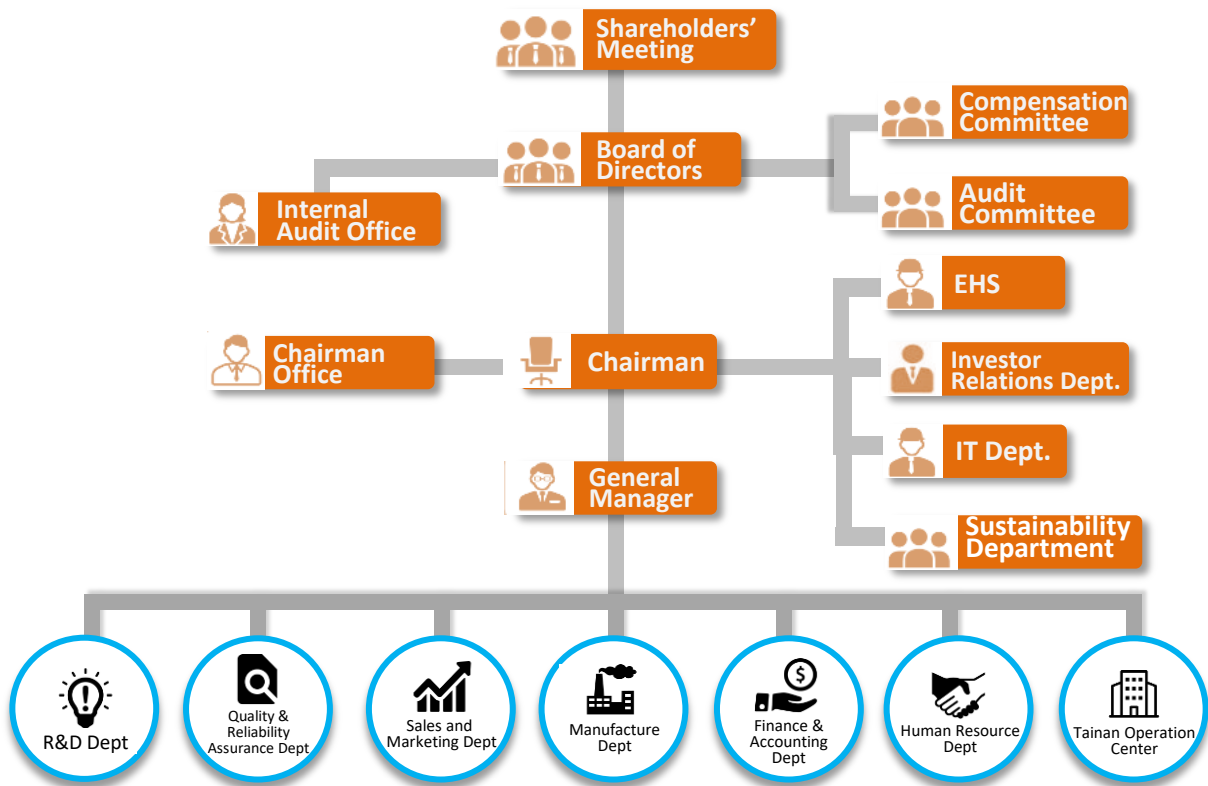
Please review Catcher’ s 2022 Annual Report for details on financial information on our Company website:
http://www.catcher-group.com/tw/investor_financial_psc.aspx



2.2 Responsible Governance

Catcher pays attention to business transparency as well as instant and consistent information disclosure. In addition to disclosing relevant information on the Market Observation Post System (MOPS) as mandated by the stock exchange, the Company has also established website available in Simplified Chinese, Traditional Chinese, and English, where financial report, management, corporate governance, CSR, investor conference, and other operation related information are disclosed periodically or non-periodically to provide a reference for domestic and foreign investors. The Company has appointed a spokesperson, acting spokesperson, and investor relations service providers, all of whom are responsible for communicating issues of concern to stakeholders via postal mail, telephone, or email.

In accordance with the Company Act, the Securities and Exchange Act, and other relevant laws and regulations, Catcher has established a sound and efficient Board of Directors responsible for ensuring that each and every department of the Company performs its roles and duties. This facilitates the creation of a favorable governance framework for elevating the Company's business operation performance.



Organization Chart



➤ Chairman office	Legal affairs and intellectual property rights, transformation strategies, company outbound investment
➤ R&D Dept.	Research and development of advanced technologies, development of process technologies
➤ Quality& Reliability Assurance Dept.	Product quality inspection and assurance
➤ Sales and Marketing Dept.	Brand management, market research, business promotion and customer service
➤ Manufacturing Dept.	Manufacturing and processing of casings and internal mechanical parts
➤ Finance& Accounting Div.	Financial accounting, investment planning, stock affairs management
➤ Human Resource Dept.	Human resource management and organizational development, corporate social responsibility
➤ Tainan Operation Center	Group material planning, supplier resource management, formulation of business management information and indicators, and follow-up assessment
➤ Internal Audit Office	Internal audit and operation procedure management
➤ EHS	Safety and environmental inspection in the factory
➤ Investor Relations Dept.	Shareholders and investors communication and relationship maintenance
➤ IT Dept.	Group information system maintenance, information security management and Implement various information and communication security management requirements
➤ Sustainability Department	Plan and promote sustainable development action plans, and participate in corporate social responsibility work.

The election of directors follows the candidate nomination rules. The directors are elected from among the candidates at the shareholders' meeting. The Chairman of the Board acts as the external representative of Catcher. There are a total of seven current board members. Board meetings are held at least once every quarter. Unless otherwise provided for under the Company Act, resolutions of the Board of Directors are adopted by a majority of the directors at a meeting attended by a majority of the directors. In 2022, the board held a total of seven meetings, with an average attendance rate of 98% among the directors.

Catcher selects directors by using the professional standards that in compliance with statutory standards. Occasionally, the Company also holds continuing education courses for directors to educate them on business, finance, and stock affair policies, laws and regulations, and professional knowledge. The Company hopes to perfect management decisions and enhance governance quality through the experience and professionalism of its directors. For background information, educational and professional experiences, age distribution, other concurrent positions held by board members, and records of relevant education and training, please refer to the 2022 Annual Report:

http://www.catcher-group.com/tw/investor_financial_psc.aspx

Every year, the Board of Directors will convene a shareholders' meeting at least once within 6 months after the end of the fiscal year, and when necessary, it will hold extraordinary general meetings of shareholders in accordance with the provisions provided under the Company Act. Unless otherwise regulated by the Company Act, a shareholders' meeting resolution is passed when more than 50% of all outstanding shares are represented in the meeting, and voted in favor by more than 50% of all voting rights represented at the meeting.

Catcher acknowledges the importance of conflicts of interest. A system requiring recusal due to conflict of interest is established in the Board of Directors Meeting Rules, mandating that if a conflict of interest exists for a director or the legal person they represent with regard to a specific matter on the agenda, then the director may not take part in the discussion and voting. The shareholders' meeting also operates in accordance with Article 12 of the Shareholders' Meeting Rules, which states that a shareholder who has a personal interest in the matter under discussion at a meeting, and which may impair the interest of the Company, may not participate in voting nor exercise their voting right on behalf of another shareholder.

The Compensation Committee and Audit Committee established under the authorization of the Board of Directors to assist the Board with the exercising of its functions and duties. The organizational rules for the aforementioned two committees have been approved by the Board of Directors and are regularly reported to the Board. With an independent system of operation, the Board serves to improve the Company 's governance capabilities. The status of operations is regularly disclosed on Catcher' s annual report.

Please refer to the 2022 Annual Report for details on the status of the corporate governance operations of the Board of Directors, shareholders ' meeting, and committees:

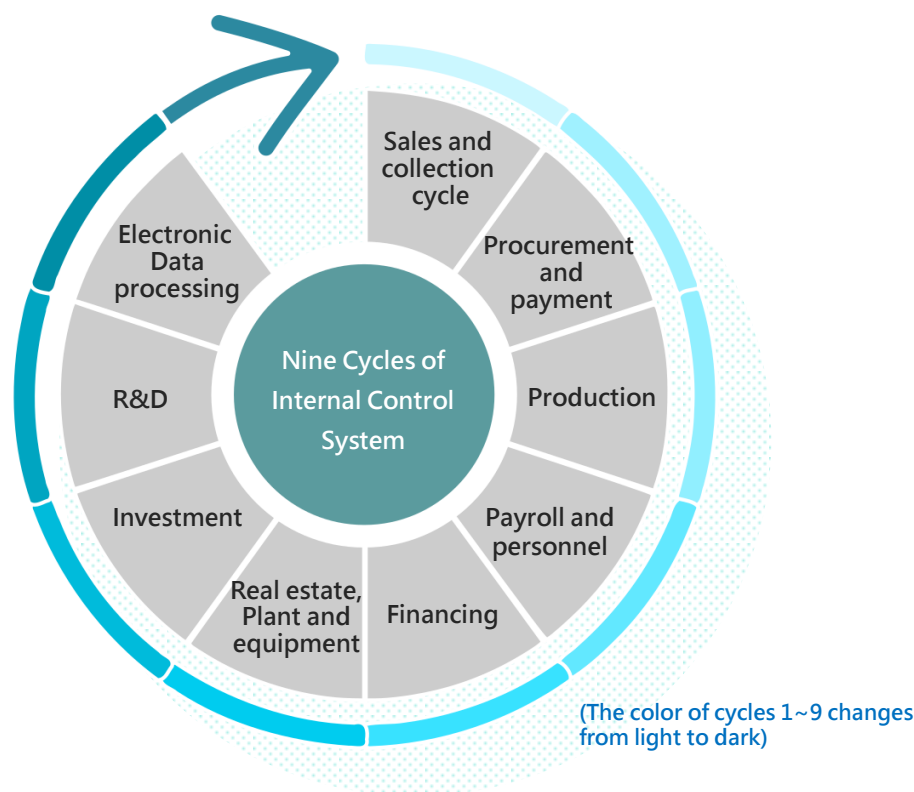
http://www.catcher-group.com/tw/investor_financial_psc.aspx.



In addition, to ensure the effectiveness and performance of the implementation of the corporate policies and system, the correctness and reliability of the internal reports, the compliance of laws and regulations, and the security and effective use of corporate resources and property, Catcher follows “Standards for Publicly Held Companies to Internal Control Systems” to determine whether the design of internal control is proper and the implementation is useful.

Catcher’s Internal Audit Office does review and formulate an annual audit plan based on the results of the risk assessment every year, including the 9 cycles of the internal control system: (1) Sales and collection cycle, (2) Procurement and payment cycle, (3) Production cycle, (4) Payroll and personnel cycle, (5) Financing cycle, (6) Real estate, plant and equipment cycle, (7) Investment cycle, (8) R&D cycle, and (9) Electronic data processing cycle. Internal Audit Office has formulated a check list of anti-corruption and preventable & controllable management mechanism to identify the potential operational risks as soon as possible, thereby expanding the depth of internal audit and enhancing the effectiveness and value of the audit.

▼ Nine Cycles of Internal Control System



To further improve Catcher’s operational performance, Cather has invested significantly on AUTO Production & Process for years, with which significant contribution generated in recent years. Catcher also optimizes Human Resource actively, reserves energy for development, keeps expanding applied markets for core products and technology, scaling up client bases, increase product categories to improve base for energy in near future. Catcher considers “Technological Innovation, Best Customer Service, Honesty, Sustainable Operation” as its highest business philosophy. We expect all of our employees to uphold these philosophies in resource allocation and management in order to exceed customer expectation and create greater value for Catcher. Regarding the four major aspects of the Company’s business philosophy, the relevant management and implementation outcomes are described in Chapters 2.3–2.6.

2.3 Technological Innovation

➤ Technology Research and Development

Catcher's R&D team is committed to R&D beginning from the product design stage, and is responsible for determining what customers expects from new products. During R&D, special manufacturing processes and technologies are actively developed using existing processes and technologies to provide multidimensional product designs that can satisfy customer needs. Furthermore, different materials and processes are mixed and matched to manufacture unique all-in-one casings featuring special surface properties and textures. During R&D and manufacturing processes, the team thoroughly informs customers of all kinds of information, including product samples, materials, functions, packaging and mass production criteria, and environmental and social impacts.



In 2022, Catcher invested NT\$ 1,494,209 thousand in R&D, while enhancing its personnel' s level of education as a way of prioritizing R&D. To maintain its lead in the industry, the Company continuously expands the application of various materials, along with composite materials and materials with high intensity, high rigidity, low electromagnetic shielding, and high RF penetration. It also develops advanced technologies geared towards smart manufacturing which has been the Company' s work focus for many years. Capitalizing on its rich experience in basic material science and physical/chemical surface treatments, Catcher adopts different materials and processes in combination with a variety of secondary processing and surface treatments. It also utilizes a multilayer, multi-directional approach to develop products and in-house technology that have high precision, high value added, and high mass production capacity.

Over the past few years, Catcher has aggressively expanded special processes and technologies to incorporate into existing techniques, thus creating a Comprehensive Manufacturing Matrix. The matrix provides customers with design flexibility and achieves the goal of vertical integration. When integrating these processes into mass production, the Company taps new application possibilities that combine different processes, so as to manufacture unique and one-piece casings that manufacturers of single processes are unable to produce; these combinations can also create special surface treatments and textures for casing products.

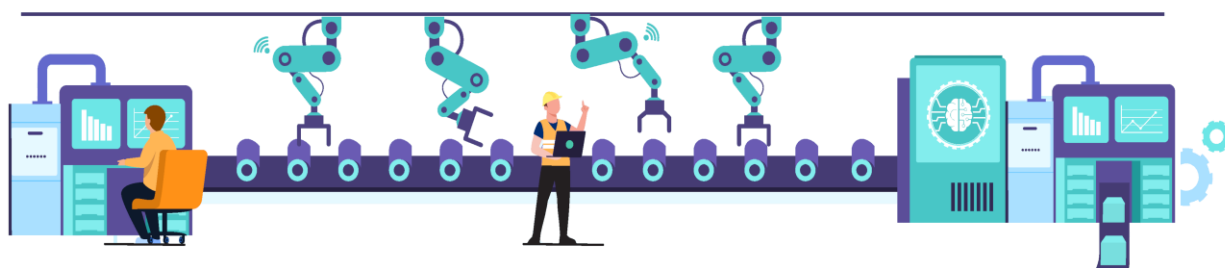


Product & Process with success of development in recent years



The current directions in research and development include special magnesium alloys, aluminum alloys, stainless steel, carbon (glass) fiber, plastics, powders and other metals used for product casings and structural design, as well as laser engraving of components, seamless welding, metal/plastic injection mold techniques, etching and multi-color surface treatment techniques, high precision extrusion techniques for large metal casing, carbon fiber composite panel, and glass fiber composite panel. In addition, the Company strives to expand into other niche products by utilizing an existing production technology for diversified planning of applied products.

As mobile devices move towards higher frequency and high-speed computing designs, both 5G and heat dissipation are important issues and will be challenges and opportunities for Catcher and other component manufacturers. Catcher will also invest more resources in research and development in this area.



➤ Intellectual Property Rights

Catcher regards "technological innovation" as a key factor for sustainable business and an essential corporate philosophy. To achieve this, substantial human resources and resources are invested each year in the research and optimization of process technologies, and the effectiveness of research and development is measured by intellectual property rights. To protect Catcher's operational autonomy and strengthen its competitive advantage, as of December 31, 2022, a total of 37 global patents are in force, providing strong intellectual property protection for Catcher and its customers.

In addition to managing and safeguarding the company's intellectual property rights, Catcher also follows regulatory requirements and respects the intellectual property rights of customers, suppliers, and stakeholders to avoid any infringement concerns. For this purpose, the company has formulated the "Intellectual Property Management Operating Procedure" to specify the responsibilities of intellectual property management, ownership of intellectual property rights, application and review process, application and maintenance, inventors' obligations, reward principles, trademark and copyright management, and implementation norms and requirements for trade secrets. Regular reports on the execution of intellectual property management are also submitted to the Board of Directors.

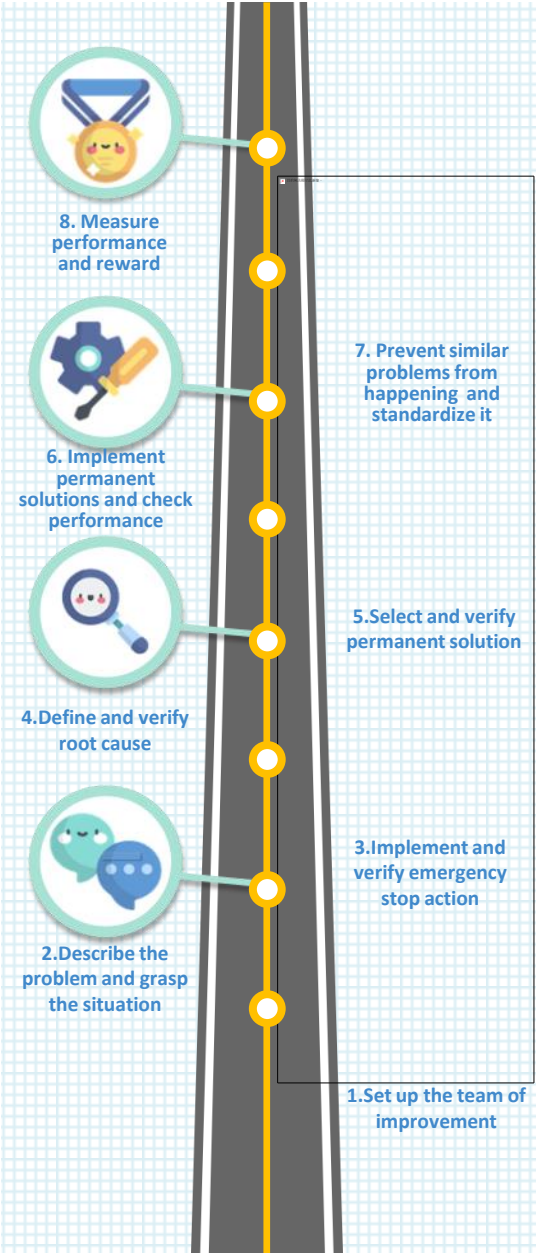
As Catcher's operational model primarily involves accepting customer orders, the protection of customer patents and trade secrets is highly valued. In addition to having personnel sign confidentiality agreements upon employment, the company incorporates trade secret control and confidentiality issues into new employee education and training, regular training, and promotion to enhance awareness of trade secret confidentiality among all colleagues. Catcher has obtained ISO 27001 Information Security Management System certification, and follows this international standard and specification to adopt appropriate management mechanisms to ensure there are no concerns regarding trade secret leakage.

2.4 Best Customer Service

Customer Relations

Catcher is the leading brand in providing total mechanical part solutions to iconic customers of the international electronics industry. With diversified materials, comprehensive processes, innovative designs, excellent process technology, complete vertical integration, leading automation capabilities, and the optimal cost, we’ve got multiple advantages, and grasped customer needs and product development trends. So we can continuously deliver products and results that satisfy customers. In 2022, Catcher actively explored new markets and customers in its business, demonstrating the operating advantages as the leading manufacturer in the industry.

To provide the best quality and services to our customers, Catcher manages its quality by following ISO9001 Quality Management System regulations and customer requirements to establish key performance indicators on an annual basis. Additionally, Catcher regularly convenes management review meetings and ensures that employees of all departments, including manufacturing, administration, and sales, comply with quality requirements. In terms of service management, Catcher as a customer relation management procedure in place to facilitate effective and flexible communications during the order processing and order delivery processes. In addition to sales personnel providing customers with instant feedback and face-to-face communication, web pages as consulting service platform are available, in hopes of rendering diverse range of convenience services. When customer complaints/appeals are received, Catcher is able to immediately ascertain the reason of complaint and relevant information such as non-conforming items and quantity and expected outcomes, notify the Quality & Reliability Assurance Department to make a response at the first instance, and when necessary set up a team to strengthen control or conduct investigations in person. Subsequently, internal responsibilities are determined, and actions are taken by the Quality & Reliability Assurance Department and production line defect unit to put an emergency stop to the production line and implement improvement measures. Involved units are tracked to monitor the effectiveness of the improvements, and necessary information is documented and archived to prevent similar problems from happening in the future. This series of steps is aimed at elevating product quality and protecting the company's reputation.



▲ Operational processes of customer complaint

Catcher attaches a high level of importance to customer service, which is evident by its constant communication with customers during daily operations. At the end of the year, we also conduct customer satisfaction surveys to collect information serve as a reference for improving the future operations and management practices of Catcher. Any deficiencies identified by customers are used as the basis for formulating corresponding improvements, reflections and analyses, and improvement strategies.



The increasing complexity of product structures and high-end requirements for product appearance have prompted customers to impose stringent quality regulations. Catcher focused on the development of smart phone, laptops, tablets and wearable in the past. In the future, Catcher will make continuous improvements on any inadequacies, integrate advantages, and implement strengthened customer service management in order to exceed customer expectation, maintain a closer, better, and stronger partnership with our customers. Moreover, the company penetrates into the non-consumer electronic industry field in 2020, striving for the goal of diversification of products and customers, and finally increasing the Company's competitiveness.

➤ Information Security Management and Information Confidentiality

(1) Policies / Commitments

- To protect critical assets of the company from intentional or unintentional internal and external threats.

(2) Goals & Targets : Ensure Zero Corruption

	2022	2021	2020
Average annual click-through rate for social engineering emails to be below 10%.	6.3	--	--
Note: Introduced ISO/IEC 27001:2013 management system in 2022, established annual objectives for social engineering, and conducted relevant security exercises and awareness campaigns.			
<ul style="list-style-type: none">• Medium to Long-term: Continuously expand the application market for core products and technologies while ensuring proper protection of critical company assets and customer confidential information.			

(3) Responsibilities

- In accordance with internal operational procedures, the Sales and Marketing Department is responsible for new project development, production schedule control, delivery, and pricing. The Quality Assurance Department ensures product quality, the Management Department is responsible for promoting the protection of confidential information, and the Information Unit executes various tasks related to information security management. All employees must adhere to the company's confidentiality policy.

(4) Resources

- Dedicated information personnel, various types of education and training, and ensuring the availability of software and hardware for information security.

(5) Grievance mechanisms

- The official website provides contact information and a customer complaint handling process.

(6) Specific Actions in 2022

Catcher demonstrates the determination to implement information security management and ensure appropriate protection for all information and information systems. In October 2022, Catcher obtained external validation for ISO/IEC 27001:2013 and established, documented, implemented, and maintained an information security management system in accordance with standard requirements, continuously improving the system's effectiveness.

- ★ Key Objectives:
1. Adopt appropriate protection and preventive measures for company-stored or transmitted information.
 2. Reduce the impact of data security incidents such as destruction, theft, leakage, alteration, misuse, and infringement.
 3. Continuously enhance the confidentiality, integrity, and availability of all operations in the information service system.

Catcher ensures the confidentiality, integrity, and availability of critical information assets throughout all levels of the company by implementing corresponding mechanisms:



Establish Information Security Management System

- Establish an information security management system in accordance with the international information security management standard ISO 27001:2013.



Protection measures for potential weaknesses, anti-virus and anti-hack

- Implement next-generation firewalls to protect the internal network environment.
- Set up a spam email filtering and blocking system.
- Implement antivirus measures and endpoint protection mechanisms, regularly conducting virus scans and actively detecting malicious programs.
- Perform regular software and hardware vulnerability scans and apply necessary patches and updates.
- Implement virus scanning for incoming machines and application whitelisting control mechanisms to prevent machines with malicious software from entering the company.



System availability and countermeasure of service interruption

- Establish a system/network status monitoring and reporting mechanism.
- Implement data backup and off-site disaster recovery mechanisms for system services and data.
- Develop contingency measures for service interruptions.
- Develop business continuity plans and conduct regular drills.



Control measures for personnel access to internal and external systems and data transmission channels

- Establish account authorization management and review mechanisms, conducting regular audits.
- Control and analyze internal/external data access and operation logs.
- Establish a zero-trust VPN channel for employees to work remotely.
- Implement a mobile device management system.



Continue to establish, publicize and promote employee information security awareness to improve information security standards

- Conduct regular/irregular information security awareness campaigns.
- Provide information security education and training for new employees.
- Conduct social engineering drills annually.

Catcher understands the importance of confidential information to the Company itself and to its customers, because our reputation and the trust our customers have in us all depend upon it. Improper management is likely to impose punishment or penalty, which is why Catcher is devoted to giving our all in respecting and protecting privacy and confidentiality. Externally, we request our customers, suppliers, contractors, verification companies, and other external parties to sign non-disclosure agreement, which is aimed to prevent losses due to disclosure of confidential information. In 2022, there were no violations of customer privacy rights or grievances with regards to damage to customer rights as a result of loss or disclosure of customer information. This achievement accentuates the effectiveness of Catcher's internal management.

Catcher has established comprehensive network and computer-related cybersecurity measures. However, we cannot guarantee complete protection or uninterrupted functionality of critical corporate systems, such as manufacturing, operations, and accounting, from network attacks initiated by any third party. In order to prevent and mitigate the damages caused by such attacks, Catcher actively plans and implements information security measures, relying on the following three actions to continuously enhance the information security environment and reduce information security risks:

Administration System	Catcher formulates relevant regulations covering policy, organizational responsibilities, human resource security, document control, asset management, communication and operation management, access control, physical environment, system development and maintenance, business continuity management, security incident management, regulatory compliance, and other related aspects.
System Protection	Catcher deploys various cybersecurity management measures, including network firewalls, gateway network detection devices, Security Rating Service integration, endpoint detection and protection, security information and event management, email security, automatic detection and updates for operating systems, antivirus protection, network access control, social engineering exercises, and vulnerability scanning systems. Periodic information security audits are conducted on the company's organization and personnel every year, with reports submitted to the board of directors to control and reduce information security risks.
Personnel Training	Catcher conducts regular cybersecurity education and training programs for new employees. Through periodic cybersecurity education, awareness posters/videos, and continuous reinforcement of cybersecurity knowledge among existing employees, Catcher ensures that information security principles are integrated into daily operations. By emphasizing corrective and preventive processes, any identified issues are promptly addressed to minimize the risk of employees leaking confidential information of the company and its clients. In the event of a cybersecurity incident, Catcher follows the information and communications security incident reporting procedure to provide information security assurance for the company's production and business activities.

We are committed to information security management in order to protect our company's products and services, preventing unauthorized access, modification, use, and disclosure, as well as mitigating losses caused by natural disasters. We strive to provide complete and available information in a timely manner while ensuring the confidentiality, integrity, and availability of our critical information assets in compliance with relevant laws and regulations. By doing so, we aim to earn customer trust, fulfill commitments to shareholders, and ensure the continuous operation of our essential business.

Information Security Policy and Commitment

All employees participate to enhance cybersecurity awareness	Proactively prevent and implement information security management	Build customer trust and ensure sustainable operation
Through comprehensive awareness, achieve a consensus that information security is everyone's responsibility.	Establish various cybersecurity technologies and implement an information security management system with continuous improvement using the PDCA approach.	Provide a secure and customer-trusted production environment to ensure the company's sustainable business operations.

2022 Information Security Management Achievements



- 1. In October 2022, Catcher obtained ISO/IEC 27001:2013 external certification and has been continuously maintaining the validity of the ISO/IEC 27001 certificate.
- 2. Throughout 2022, the company held 60 information security management meetings and one management review meeting, resulting in the revision of 35 information security management system documents.
- 3. Regular risk assessments were conducted, and improvement plans were formulated for high-risk projects. In 2022, the completion rate of improvements for high-risk projects reached 97%.



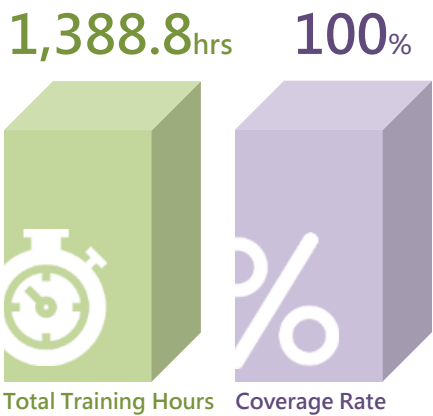
- 1. Endpoint protection proactively detected 5,385 risks, and a total of 614 cases of malicious program analysis were conducted.
- 2. The company successfully detected and blocked over 7.16 million external attacks and filtered more than 389,000 spam emails.
- 3. Key systems underwent three continuous operation exercises to enhance operational response capabilities.
- 4. Biannual system and website vulnerability scans were performed, and continuous improvements were made to address vulnerabilities.
- 5. A total of 83 security updates were executed, resulting in the patching of vulnerabilities on 1,868 devices.



- 1. In 2022, the company conducted cybersecurity advocacy among employees, reaching over 69,000 individuals.
- 2. Information security education and training were implemented for new employees, achieving a 100% execution rate in 2022.
- 3. Throughout 2022, four social engineering exercises were conducted, with an average annual click rate of 6.3%.

2022 Achievements of Information Security Education and Training at Taiwan Plant

Course List
(1) ISO 27001 Series Education and Training
(2) Supplier Information Security Management Education and Training
(3) Risk Assessment Education and Training
(4) Business Continuity Education and Training
(5) New Employee Cybersecurity Education and Training
(6) Social Engineering Phishing Email Education and Training
(7) Cybersecurity Awareness Education and Training



2.5 Ethical Management

(1) Policies / Commitments

- Catcher is dedicated to staying in line with the highest ethical requirements. Catcher 's internal management lead by example to practice the business philosophy of honesty, thereby following codes of ethics and refusing to provide and receive improper benefits.

(2) Goals & Targets : Ensure Zero Corruption

	2022	2021	2020
Total Losses Incurred from Major Internal Information Processing and Insider Trading-related Legal Litigations	0	0	0
Total Losses Incurred from Anti-Competitive Behavior Act-related Legal Litigations	0	0	0
Coverage Rate of Integrity and Ethics-related Education Training95%	100%	100%	100%

- Medium-term and Long-term: Through regular education training and communication, Catcher continues to strengthen employees' and suppliers' knowledge of ethics to ensure zero corruption.

(3) Responsibilities

- The Legal Office is responsible for promoting the overall implementation of the Ethical Corporate Management, and the Audit is responsible for supervising the implementation and reporting the audit results on a regular basis. The Legal Office also regularly reports to the Board of Directors on the annual operation and execution.
- In order to ensure the implementation of ethical management, an effective accounting system and internal control system are established, and full-time internal auditors are set up to conduct regular inspections. to assist the Board of Directors and managers to check and review the deficiencies of the internal control system, so as to measure the effectiveness and efficiency of operations and promote the Ethical Corporate Management of the company's operations.

(4) Resources

- Dedicated personnel of educational training and audit, dedicated personnel of Internal Audit Office, all kinds of educational training

(5) Grievance mechanisms

- Employee feedback and grievance channel, supplier grievance hotline

With "Ethics" and "Integrity" as the highest principles of our business philosophy, Catcher has always complied with the Company Act, Securities and Exchange Act, Business Entity Accounting Act, rules relevant to TWSE/GTSM listed companies, and other laws and regulations related to business conduct as well as Responsible Business Alliance (RBA) code of conducts. In 2022, Catcher did not directly or indirectly engage in monetary and non-monetary political contributions, nor involved in any legal actions for anti-competitive behavior, anti-trust, and monopoly practices. There were no cases of penalties, sanctions, and litigations for violations of corruption and accounting fraud regulations.

In March 2021, the Board of Directors approved the establishment of the "Ethical Management Policy", which clearly defines the practice of it. Additionally, members of the Board and executive managements are committed to signing the Integrity Management Commitment Letter and setting an exemplary model of ethical integrity in their professional behavior. Compliance in code of ethical conducts for all employees is based on the provisions given under the Social Responsibility Management Procedures and Work Rules as well as Employee Opinion Grievance and Recommendation Operating Guidelines. All employees sign the Integrity and Cleanliness Commitment Letter, and a grievance channel is provided for anonymous reporting of illegal activities so that management levels and all employees are able to comply with the highest level of ethical standards when performing their duties.

To ensure that employees understand the commitment and requirements of integrity management, Catcher arranges corporate social responsibility training courses for newly hired personnel immediately upon joining the company. These courses aim to promote the principles of ethical and honest business conduct and educate employees on the management regulations related to integrity. Additionally, for existing employees, Catcher conducts integrity management education and training courses throughout the year. The 2022 curriculum includes topics such as confidentiality agreements and anti-bribery clauses, integrity management education, significant internal information processing and insider trading, and integrity management and trade secret protection. A report measure is in place, providing a convenient grievance channel. Cases of violations of code of ethical conducts are handled following internal work rules according to the severity of the situation. Thus, managements and base-level employees are ensured to abstain from engaging in the acceptance of contracts, bribes, commission, rebate, or any other improper benefits of any form. In 2022, there were no cases or concerns reported through the ethical management grievance channel.



Catcher formulates the Ethical Management Policies including the practices and means to prevent unethical conducts

Honesty is an important core value in Catcher's business philosophy of "Innovative Technology, Customer Services, Honesty and Integrity, and Sustainable Development", and also plays a key role in promoting the five dimensions of corporate social responsibility: labor, health and safety, environment, ethics, and management system.

In addition to formulating relevant management procedures and operating regulations for ethical management, a CSR management review meeting is held every year to formulate management plans for preventing unethical behaviors and following up the progress of implementation.

On the other hand, through the internal audit on sustainability conducted and the 10 circular anti-fraud mechanisms of the Internal Audit Office, it confirms and checks the compliance of relevant business ethics. In addition, internal and external complaint and whistle-blowing mechanisms are also set up to facilitate the reporting of illegal matters.

Catcher formulates the complaint system against illegal and unethical conducts, which are disclosed on the official website



As for the internal communication, Catcher specifies the internal reporting and grievance system in the orientation for new recruits and the "Manual for New Catcher's Employees". The main items include: workplace violence (anti-bullying), food advice, sexual harassment and occupational ethics. Employees can submit complaints or grievance cases through physical advice boxes, emails, phone calls, Google forms or staff opinion suggested platform.

Catcher assigns special personnel for handling and following up the complaints and grievance cases, and has an anti-retaliation mechanism to ensure the confidentiality of the reporter's identity, and to protect the employees' rights of complaints and grievance.

For external stakeholders, the complaints and grievance channels are available on the official website and the supplier service area, so that suppliers or stakeholders can propose their suggestions in a timely manner to ensure no illegal (including corruption) and unethical conducts.

Employee Channels of Compliant for Occupational Ethics

Ren Ai Headquarters

T.I.P. Factory

Y.K.I.P. Factory

Ethics
(bribes, commission, rebate ...)

Tel : (06)253-9000#1103
Fax : (06)253-9989
Email : mingyu.deng@catcher-group.com

Physical advice box

- Building B, canteen (B2F)
 - Building B, 4F outside of office
- Building I, foreign canteen
 - Building C near the card machine
 - Building F, canteen (2F)
- Building of administration, 4F outside of office (4F)
 - Building of canteen near the bulletin board (1F)
 - Building of canteen near the bulletin board (2F)
 - Building of dormitory near the bulletin board (1F)

E-mail
(All types)

580@catcher-group.com (I help you)

Employee suggestion platform
(Google form)



Suppliers' Ethics Grievance Channel

- Tel : 06-253-9000*1103
- Fax : 06-253-9989
- E-MAIL : mingyu.deng@catcher-group.com



Catcher periodically conducts ethics risk assessment on all business locations in Taiwan. The assessment result for 2022 indicated no involvement in major risks. Effective accounting systems and internal control systems are already in place for low-risk operating activities (e.g., business integrity and information disclosure). The Legal Office affiliated to the Board of Directors is responsible for promoting ethical business conduct and coordinating implementation of integrity management, and making an overall plan of honesty and audit. The head of the Internal Audit Office is responsible for overseeing annual audit plans and allocating audit assignments.

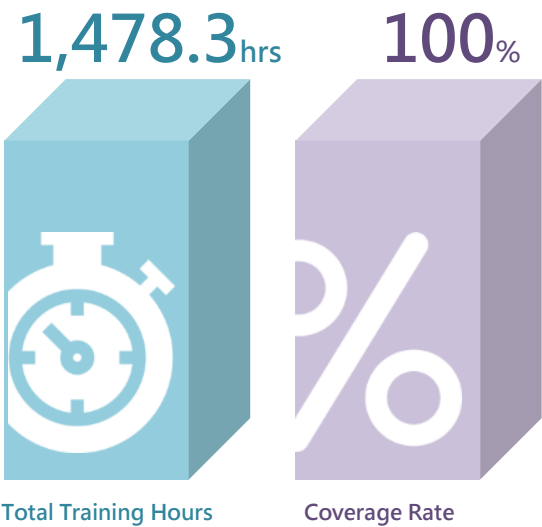


▲ Confidentiality Agreement Course Material

In addition to placing high standards upon ourselves, Catcher takes the initiative to raise the awareness of suppliers on anti-corruption concepts and encourage ethical conducts among suppliers. Before engaging in business transactions and collaborations with suppliers, Catcher conducts assessments of their integrity. Suppliers are required to understand Catcher's expectations regarding ethical behavior and must agree to adhere to Catcher's published Supplier Code of Conduct (including the Cleanliness Policy) to ensure the prevention of dishonest practices. In 2022, 755 partnering vendors had completed ethics awareness training on the official website. According to the Catcher' s requirements of ethical management. If the supplier violates the requirements, Catcher has the right to terminate or cancel the contract, and punish or claim to the fine, in order to prevent unethical behavior at all levels. Our suppliers are expected co-create a business environment that embraces mutual respect for one another.

2022 Achievements of Integrity and Ethics-Related Education Training at the Taiwan Plant:

Course List
(1) Confidentiality Agreements and Anti-Bribery Clause Education Training
(2) Integrity Management Education Training
(3) Significant Internal Information Processing and Insider Trading Education Training
(4) Integrity Management and Trade Secret Protection Education Training



2.6 Stability and Sustainable Operation

Catcher continues to work toward the goal of becoming a world leader in provider of total solutions, and remain committed to product innovation, business model optimization, production technology enhancement, and cost structure improvement in order to maintain the leading position. Hence, it does not matter how the business environment changes in the future, we have the ambition, confidence, and determination to toward long-term sustainable development.

➤ Legal Compliance

Catcher has invariably adhered to foreign and domestic laws and regulations, as well as the supplier rules of international customers. The Company closely monitors major laws and policies in finance, business, environmental, and social aspects that may influence the company's business operations. In addition, relevant management procedures and internal audits are formulated in accordance with laws and regulations to prevent potential legal violations.

➤ Risk Management

Catcher has developed a risk management policy to effectively identify risks faced by the company and implement appropriate prevention and control measures in order to achieve sustainable operation. It is expected to be presented to the Board of Directors by the Sustainability Development Department in 2023. Annual reports on the operation of risk management are submitted to the Board of Directors to strengthen the implementation of risk management mechanisms. The Board of Directors and the Audit Committee are the ultimate decision-makers for risk assessment and control in the risk management organization. Risk management is carried out by respective company units based on the nature of their business. The Audit Department reviews the effectiveness of internal control mechanisms annually, which is then examined by the Audit Committee and approved by the Board of Directors.

Based on the ISO 31000 Risk Management Guidelines, risk identification, analysis, evaluation, and risk treatment processes are used to clearly define the sources of risks for Catcher and develop corresponding strategies. This helps to reduce the impact of risks and enhance operational performance.

▼ Scope of risk management



▼ Risk Assessment and Response Measures

Risk Type	Impact	Catcher's Response Measures
Operations	Significant market demand fluctuations	Actively develop non-consumer electronic industries (such as automotive and medical) to avoid being overly affected by fluctuations in a single industry; strengthen communication with customers/assembly plants and optimize supply strategies.
	Disruption or shortage of key raw materials or components	Monitor supply chain disruptions or shortages and evaluate major raw materials or crucial components actively. Maintain relationships with at least two suppliers to mitigate supply shortages.
	Intellectual Property	When developing new products, define intellectual property rights sharing obligations with partners or customers; establish a patent map and identification through a patent law firm as a standard risk mitigation measure; strategically obtain necessary licenses from other patent entities; establish incentive schemes to encourage timely acquisition of internal and external intellectual property rights.
	Information Security	Obtain ISO 27001 Information Security Management System certification, implement necessary information security protection and monitoring measures, enhance information security capabilities, and prevent the risk of customer and company data leakage.
Financial	Interest rates	Ensure that the company secures favorable borrowing interest rates when obtaining loans, and continuously monitor interest rate trends. Strengthen communication with banks to strive for the most favorable borrowing rates.
	Exchange rates	Adopt natural hedging principles by balancing foreign currency liabilities with foreign currency assets. Continuously monitor international economic events and exchange rate fluctuations. Allocate funds appropriately according to the company's operational funding needs. When necessary, utilize foreign currency derivative financial instruments to mitigate the impact of exchange rate fluctuations.
	Inflation	Continue efforts to reduce various costs and adjust procurement strategies as needed in response to changes in important raw material prices caused by inflation or deflation.
	Investment Management	Establish an investment dedicated unit to control investment risks and comply with relevant regulations of regulatory authorities. Develop relevant investment procedures. °
Environment and Safety	Management Systems	Obtain ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System certifications to ensure that the company possesses well-established and internationally compliant management systems.
	Compliance	Conduct stakeholder analysis based on local government environmental and occupational health and safety regulations to ensure regulatory compliance. Implement appropriate continuous improvement measures to exceed legal requirements.
	Climate Change Risks and Opportunities	Follow the "Task Force on Climate-Related Financial Disclosures (TCFD)" framework for disclosure of climate change risks and opportunities.

➤ Supply Chain Management

(1) Policies / Commitments

- Through supplier evaluation and audit management, suppliers provide products and services that meet Catcher's expectations. Thus, Catcher will build partnerships with the supply chain.

(2) Goals & Targets : Build Great Partnership

	2022	2021	2020
Percentage of Suppliers Agreeing to Hazardous Substance Control	100%	100%	100%
Percentage of Suppliers Agreeing to RBA (Responsible Business Alliance) Guidelines	100%	100%	100%
Percentage of Suppliers' RBA Self-Assessment Form Collection	100%	100%	100%
Percentage of Local Suppliers in the Total Supplier Base	88.2%	89.2%	87.5%

- Medium-term and Long-term: Continue to increase influence, and cooperate with suppliers to conform to domestic and international CSR regulations. Otherwise, promote assistance plan of supply chain to achieve the goal of supplier optimization.

(3) Responsibilities

- According to the internal operational management procedure, Strategic Procurement Department is in charge, and other departments of Catcher assist in coordinating.

(4) Resources

- Dedicated personnel of procurement, Suppliers' online system, Suppliers' conference, Suppliers' audit.

(5) Grievance mechanisms

- Grievance channel of suppliers

(6) Specific Actions of 2022

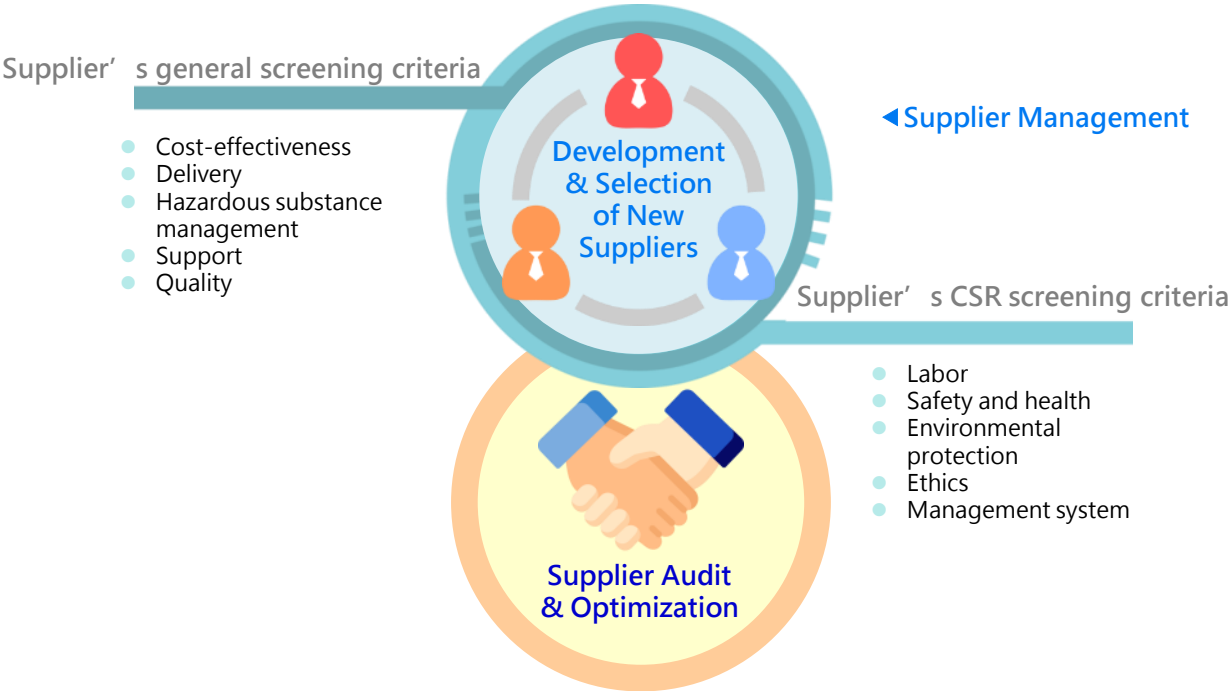
✓ Continuously promoted CSR audit of main suppliers

Catcher has carried out supplier risk identification in the manufacturing and service industries based on customer type and transaction scale since 2015. In 2022, a total of 3 suppliers were selected for on-site inspections to address issues such as suppliers' labor, remuneration and benefits, working hours, anti-discrimination, health and safety, environmental protection, ethical conduct, etc. For aspects that need improvement, the Company developed action plans and urged all suppliers to comply with their corporate social responsibility commitments. In this way, Catcher does not only increase awareness and establish an international sustainable development trend for suppliers, but it also strengthens partnership with suppliers. Thus far, these efforts achieved.

Catcher is dedicated to the production and development of casings and internal mechanical parts based on the customer’ s requirements. The main partners of the supply chain are manufacturers of electronic parts and mechanical parts. 88.21% out of 755 suppliers that conducted transaction with us in 2022 were local technology-intensive or labor-intensive enterprises in Taiwan. Catcher will continuously promote localized procurement to ensure stable source of supply, reduce transportation costs and boost local employment opportunities.

Regarding cooperation with suppliers, Catcher not only takes into account the factors such as delivery, quality, and cost-effectiveness, but also requests suppliers to fully understand Catcher’s management systems and its belief with regards to labor (including compulsory labor, child labor, working hour, wages and overtime pay, anti-discrimination, and freedom of association), safety and health, environmental protection, and ethical management. These requirements ascertain the maximization of the positive benefits of CSR. Therefore, Catcher has established and continued to optimize supplier management procedures, conducting comprehensive assessment of the social responsibility practices of new suppliers. The goals of the assessment are to ascertain that our partnering suppliers are equipped with the ability to meet Catcher’s CSR requirements.

When a supplier is sanctioned for violation of relevant regulations by the competent authority or is found to have imposed negative impacts on the society and environment, such supplier must adhere to Catcher’s improvement requests. In severe cases, Catcher holds the right to terminate the contract and cancel orders in hopes of achieving the goal of supplier optimization.



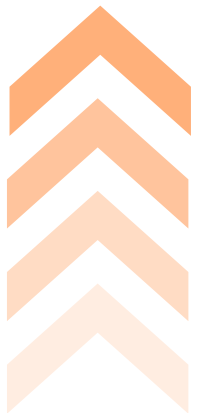
Catcher formulates supplier management policies and requires suppliers to follow relevant regulations related to environmental protection, safety or health

The CSR related regulations that the suppliers are required to follow are posted on Catcher’ s official website, including Catcher’ s CSR requirements, supplier’ s management regulations for restricted hazardous substances, and Catcher’ s statement of no conflict mineral, etc., which are also detailed in the supplier Service Area. In addition, Catcher selects at least five suppliers for annual audit to confirm their social responsibility compliance.



3. Social Harmony

- 3 . 1 Establishment of Employee Employer Relations
- 3 . 2 Human Resources Management
- 3 . 3 Training and Development
- 3 . 4 Safety & Health
- 3 . 5 Social Participation and Public Welfare



3.1 Establishment of Employee–Employer Relations

(1) Policies / Commitments

- Catcher not only supports and respects the international labor rights related standards, but promises to implement Responsible Business Alliance (RBA) and the Labor Standard Act. In order to maintain a harmonious working relationship, Catcher takes the initiative to care for employees’ needs, and protect employee rights.

(2) Goals & Target : Provide Employees with “Assurance”

	2022	2021	2020
Complaint Handling Rate: 90%	100%	100%	100%
Total Losses Incurred from Labor Dispute-Related Legal Litigations: 0	0	0	0

- Medium-term and Long-term :
 - Catcher is committed to providing employees with “assurance” and ensuring their rights of work
 - All operating activities are in compliance with the standards of international human rights.

(3) Responsibilities

- Human Resource Department is responsible for ensuring all employees enter into a formal “employment agreement” , formulating and implementing human rights policies, collecting and handling employees’ opinions, calling employee welfare committee meetings, conducting food satisfaction survey, implementing employee benefits, and supervising the practices of human rights policies.

(4) Resources

- Human Resource Department is responsible for implementing labor-related matters, providing multiple communication channels, food satisfaction surveys, post-training satisfaction surveys and improvements, welfare providing, and employees’ activities (such as exhibition sale, family day, and so on).

(5) Grievance Mechanisms

- Employee feedback and grievance channel.



(6) Specific Actions of 2022

✓ New Core Talents’ Counseling Project

In order to assist new employees in adapting Catcher’s culture and environment, new employees belong to core departments have been introduced “New core talents’ counseling project” since February 2017. This project aims at assigning counselors to provide one-by-one life assistance and work guidance. In addition, after one week of employment, Human Resources Department will assign a dedicated personnel to interview with the new employees, to ensure the implementation status of each department. Moreover, the supervisor of the new employees will also interview with the new employees once every two weeks, to give counseling and feedback to the new employees. The interview rate for new personnel in 2022 was 90.72%. It is quite obvious that this project improves us to pay more attention to the needs of new employees, creates a stable Employee–Employer Relation, and achieves the purpose of talent retention.



▲ One-to-one core talent counseling



➤ Employee–Employer Communication

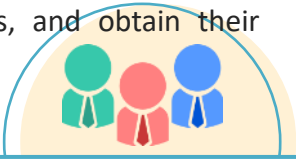
Catcher emphasizes the importance of labor-management harmony. To show employees that we care, Catcher has established multiple communication channels to collect employee feedback, which can help improve work efficiency and labor condition, facilitate stable business growth, and prevent major incidents impacting company's productivity and labor protest, thereby creating win-win situations for both parties. No labor dispute-related legal litigations occurred in 2022. Our communication channels are as follows:

Diversified Catcher Channels for Communication	
Communication Channel	Frequency
Labor-Management meetings	▶ At least once every quarter
Employee Welfare Committee meetings	▶ At least once every quarter
Employee feedback and grievance	▶ As needed
Bulletin board and electronic announcements	▶ As needed



Labor-Management Meetings

Catcher has no union organization in Taiwan. It regularly holds labor-management meetings in accordance with the Labor Standard Act and the Regulations for Implementing Labor-Management Meeting. At these meetings, employer representatives composed of executive managers and labor representatives elected from base-level employees communicate face to face to express and share their opinions. Eight sessions of labor-management meetings were held in 2022 during which employee-related topics were discussed. There were no incidences of company losses caused by labor disputes. All operating activity regulations are in compliance with the Labor Standard Act. In the event of material changes to business operations (e.g., factory expansion, recruitment, and major operation changes), Catcher will notify employees in advance in pursuant to local laws and regulations, and obtain their consensus to avoid influencing employee rights.



Employee Welfare Committee



To boost employee morale and promote harmonious labor-management relations, Catcher adheres to the Organization Regulations on Employee Welfare Committee, and cooperates with employees to collectively contribute employee welfare benefits as employee welfare Measures. In 2022, seven employee welfare committee meetings were held, where employees and employers were encouraged to collectively discuss matters regarding employee welfare and effective use of welfare resources for elevating employee benefits.



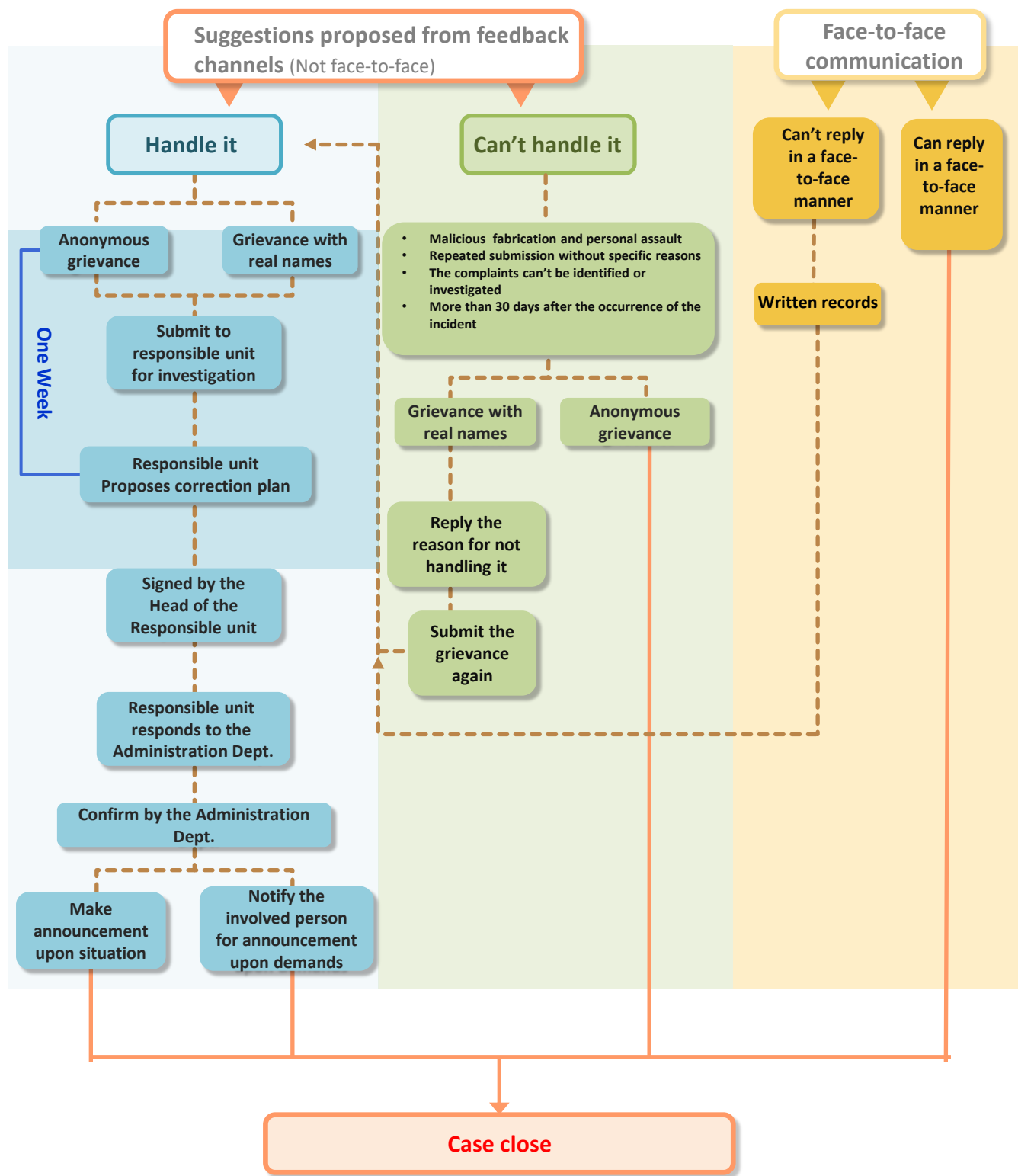
Employee Grievance Channel

Catcher values employees' opinions. Catcher established an email "580@catcher-group.com"(Sounds like "I help you") and anonymous electronic forms to provide more multiple communication channels. Employees can speak their mind by using employee feedback mailbox, hotline, fax, and the above-mentioned email. Regarding employee grievances, accountable units are requested to provide response and improvements at the first instance. If immediate response or resolution cannot be provided, such grievances are filed, an investigation will be carried out, and a response is set to be provided within a week after the investigation. Therefore, Catcher takes employees' opinions seriously, the rate of case completed is 100% in 2022. All employees can speak freely in a more convenient and privacy-protected way.

➤ Employee Feedback and Grievance Channels

	Ren Ai Headquarters	T.I.P. Factory	Y.K.I.P. Factory
Workplace Violence (body, language, psychology)	(06)253-9000 #2104、#2107	(06)384-2727 #2103、#2105	(06)203-9900 #2104、#2118
Catering	(06)253-9000 #2105	(06)384-2727 #2104	(06)203-9900 #2114
Sexual Harassment	(06)203-9900#2101 Fax: (06)203-0123 jinnifer.lin@catcher-group.com		
Business Conduct (bribery, commission, rebate)	(06)253-9000#1103 Fax: (06)253-9989 mingyu.deng@catcher-group.com		
Advice box	1. Building B, canteen (B2F) 2. Building B, 4F outside of office	1. Building I, foreign canteen 2. Building C near the card machine 3. Building F, canteen (2F)	1. Building of administration, 4F outside of office (4F) 2. Building of canteen near the bulletin board (1F) 3. Building of canteen near the bulletin board (2F) 4. Building of dormitory near the bulletin board (1F)
E-mail(All types)	580@catcher-group.com (I help you)		
Employee feedback platform (Google Form)	<div> 員工意見箱</div> <div></div>		

▼ Workflow for Handling Employee Grievance



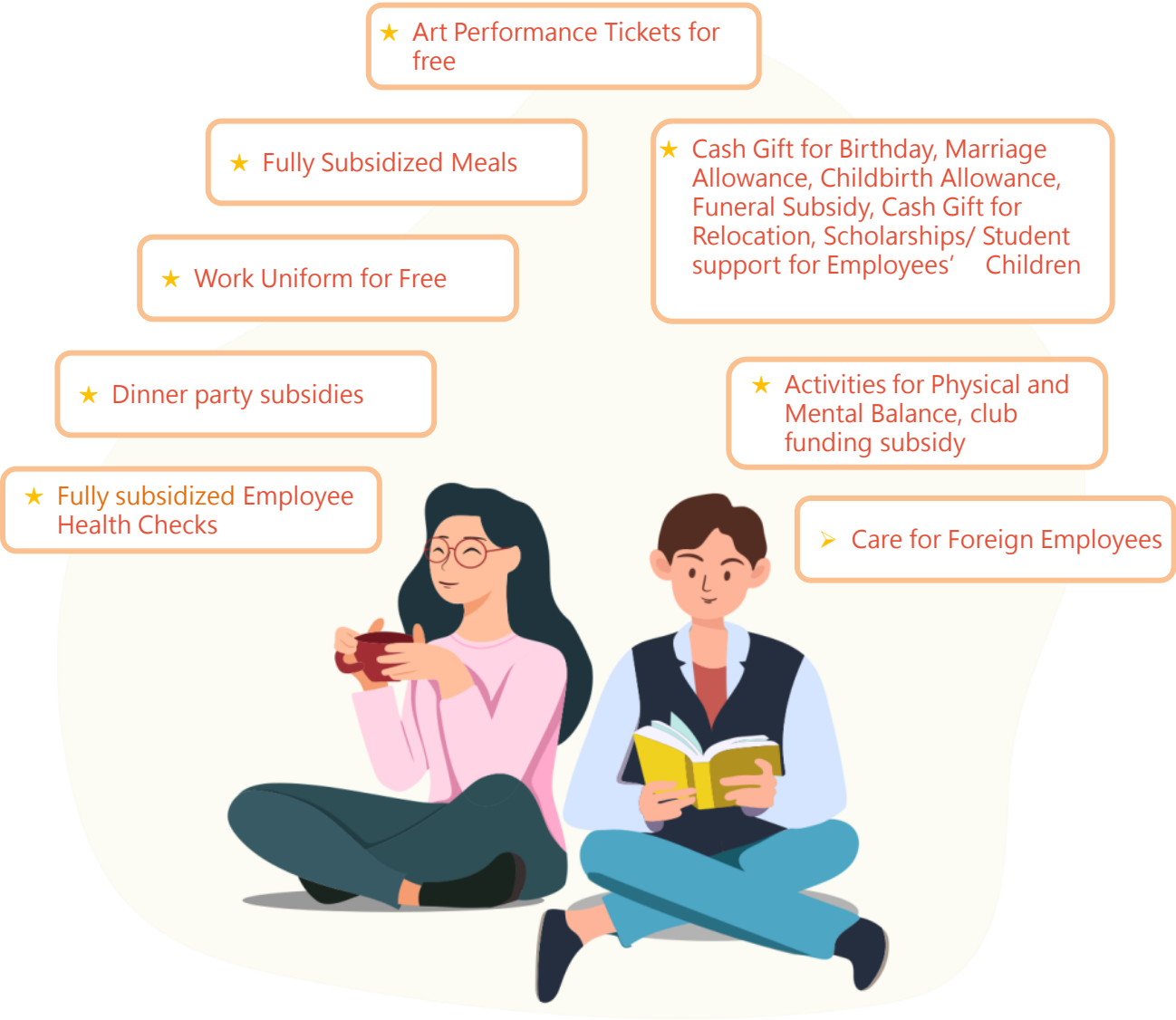
Catcher has established measures for preventing retaliation against employee grievances to facilitate "instant communication, convenience and non-disclosure, fair and responsive handling, and recurrence prevention." The Company also measures the effectiveness of employee grievance handling every year. If any issues are subject to long-term improvement, Catcher will continue to monitor the progress of implementation.



▲ 2022 Complaint Cases Statistics

➤ Employee benefits

In addition to formulating a competitive salary system, Catcher also continuously develops a wide range of welfare measures to retain skilled employees, allowing employees at ease to stay devoted to work while achieving a work-life balance. Apart from the existing three festival gift/vouchers and bonuses, Catcher offers the following important welfare initiatives:

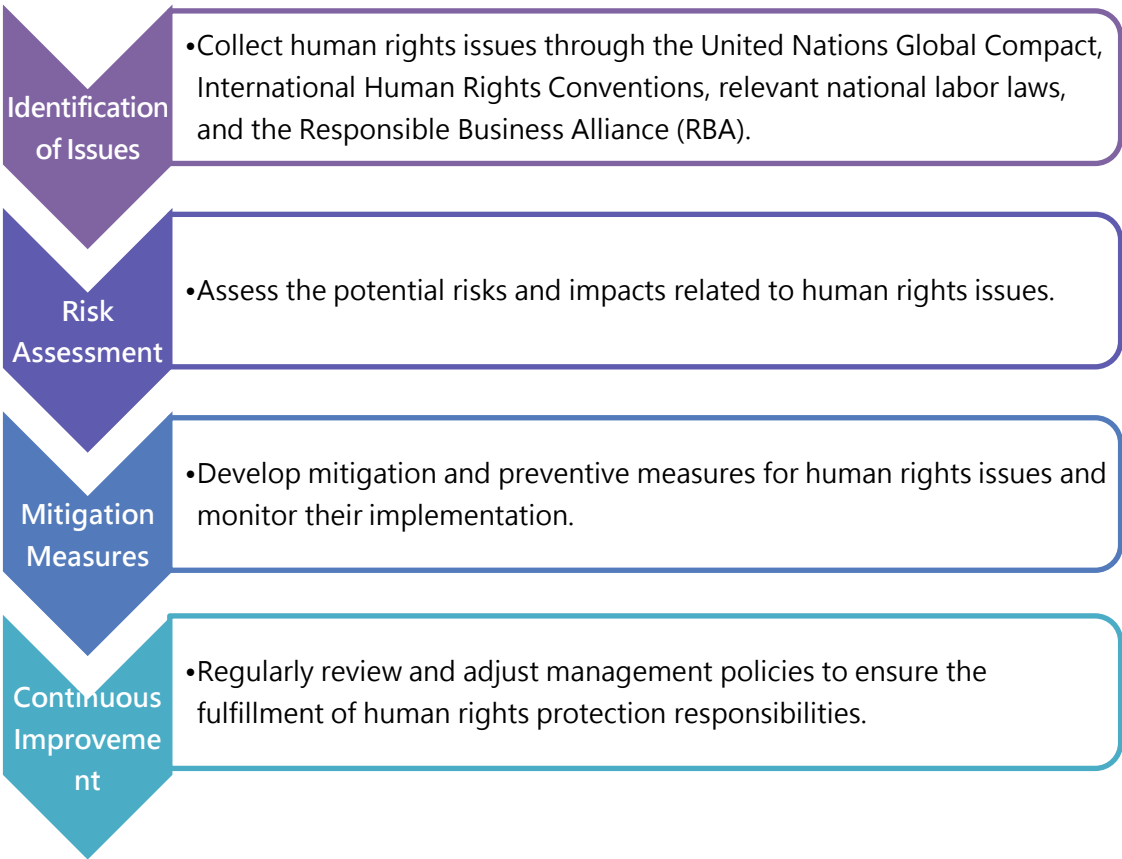


➤ Protecting Employee Rights

Catcher values human rights and will do its best to prevent infringement of human rights; therefore, the Company strictly adheres to the code of conduct of RBA, and requires all employees to sign the Employment Agreement. Catcher has also developed relevant management procedures such as Work Rules, Social Responsibility Management Procedures, Employee Opinion Grievance and Recommendation Operating Guidelines, Operating Guidelines for (Sexual) Harassment, Discrimination, and Torture Prevention, Grievance, and Punishment, Child Labor and Adolescent Protection Operating Guidelines, and Employee Club Establishment and Subsidy Management Regulations. These procedures serve to protect employees against infringement of the basic labor and human rights and work interests and to establish an excellent workplace environment. Under the regulations of the aforementioned policies, there were no infringement of local human rights in Taiwan in 2022, nor were there reports of grievances pertaining to human rights.

➤ Human Rights Due Diligence

Catcher conducts regular Human Rights Due Diligence, which involves processes such as issue identification, risk assessment, implementation of mitigation measures, and continuous improvement. These efforts aim to minimize the likelihood of human rights risks and fulfill the responsibility of safeguarding human rights.



▲ Human Rights Due Diligence Process

Catcher's Human Rights Due Diligence Items

Items	Explanation of Risk Issues	Results
Forced Labor	Employees may face forced labor, violence, threats, or illegal restrictions on personal freedom.	No incidents of forced labor reported
Child Labor Avoidance	Hiring new employees without verifying their identification documents may lead to potential incidents of child labor.	No cases of child labor detected
Reasonable Working Hours	Employees may experience unreasonable restrictions on working hours or lack of rest and leave rights.	Reasonable working hours for employees are well regulated
Freedom of Association	Potential issues of restricting employees' freedom of association, collective bargaining, and participation in peaceful assemblies and collective bargaining rights.	No restrictions on freedom of association observed
Human Dignity Treatment	Employees may experience inhumane treatment, including violence, abuse, harassment, sexual harassment, physical or verbal abuse, and oppressive behavior.	No incidents of inhumane treatment or discrimination reported

➤ Mitigation Measures and Continuous Improvement

To enhance employees' knowledge on human right policies, Catcher has, since 2014, started including RBA labor code of conducts in training courses for new hires, and also opened up courses on labor and human rights for in-house employees every year. Also, Catcher regularly reports to executive managements and continues to develop practices for human right protection every year. The outcomes of implementation of matters relating to employee rights and interests are summarized below:

Prohibition of Compulsory Labor

- Pursuant to the law, Catcher signs Employment Agreements with its employees, which states that employees are protected from the use of forced, bonded or debt bondage, indentured labor or involuntary prison labor, slavery or trafficking of persons, and that all work is voluntarily completed and employees are free to leave work at any time or terminate their employment. Catcher also communicates the prohibition of compulsory labor to its partnering workforce agencies to make sure that they comply with the requirements of Catcher and local regulations.

Prohibition of Use of Child Labor and Protection of Adolescents

- Catcher has defined minimum age requirement (16 years-old). During recruitment, it will verify employees' proof of identity to prevent as much as possible the misuse of child labor. Additionally, the Company has established remedial measures in the event that child labor is misused. For young workers under the age of 18 years, Catcher has defined requirements on nature of work and working hours, while promising them that they will not engage in works that are detrimental to their health and safety. In 2022, there were no records of misuse of child labor in Taiwan.





Reasonable Working Hours and Remuneration

- Concerning working hours, Catcher adheres to the Labor Standard Act and customer requirements, using work hour control system and meetings to implement control over the reasoning amount of time employees spend on working. Catcher has also established competitive remuneration and welfare policies, which are superior to statutory and industry standards. It does not use salary deduction as a form of punishment.

Freedom of Association

- In conformance with local laws and regulations, Catcher respects the right of employees to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of employees to refrain from such activities, in order to avoid potential violations or severely endangering employees' right to freedom of association and collective bargaining. Catcher has no union organization, but with the negotiation mechanism of labor-management meetings, employees are able to communicate concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.

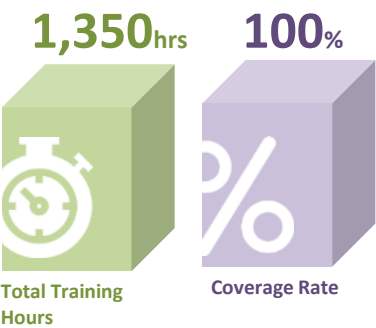
Prohibition of Inhumane Treatment and Discrimination

- Catcher has an employee grievance channel in place and protects the complainant against improper retaliation. It is committed to creating a workplace environment free of prejudice, discrimination, harassment, as well as inhuman treatments including violence, abuse, harassment, sexual harassment, corporal punishment, mental or physical coercion or verbal abuse. Catcher also complies with the convention of the International Labour Organization (ILO) regarding prohibition of discrimination based on race, status, language, religion, political affiliation, ethnicity, country of birth, national origin, gender, sexual orientation, color, age, marital status, appearance, facial features, disability, nationality, gender identity, or previous union membership in hiring and employment practices. Employees or potential employees should not be subjected to medical tests or physical exams that could be used in a discriminatory way. There were no incidents of discrimination in 2022.

▼ 2022 Achievements of Human Rights-Related Education Training at the Taiwan Plant

Course list

- (1) Labor Rights Education Training
- (2) RBA Education Training



3.2 Human Resources Management

(1) Policies / Commitments

- Catcher establishes a perfect management system, and maximizes the benefits of human resources. Catcher is committed to assisting each talented employee in finding their niche, and show their talents.

(2) Goals & Target : Retain Talents

	2022	2021	2020
Number of employees with physical disabilities higher than statutory requirements	Y	Y	Y
Rate of reinstatement after maternal/parental leave: 60%	87.88%	71.88%	47.92%
Total number of employees promoted: 8%	6.70%	7.28%	7.04%

- Medium-term and Long-term: Catcher is committed to attracting talented people and retaining them for a long time, thereby creating operation success together
→ Labor risk is estimated to be highly unacceptable level<5%

(3) Responsibilities

- Human Resource Department is responsible for organizing the needs of human resource, planning and recruiting talented people, and deciding on remuneration, training, retention, and retirement. And other departments of Catcher assist in proposing the needs of human resource, and implementing management system of human resource.

(4) Resources

- Dedicated personnel of recruitment & salary& attendance, perfect human resource management system

(5) Grievance Mechanisms

- Employee feedback and grievance channel

(6) Specific Actions of 2022

✓ Expand Talent Quality

In response to our customers’ demands for production capacity, Catcher provided many different jobs, including R&D, engineering, manufacturing cadres and administration staff to continue to expand the scale of operations and talent pool.



▲ Business visit activity held by Catcher

In 2022, as part of its transformation, the Company employed medical-related and investment-analysis-related professional talents and continued with Industry-School Cooperation to provide on-campus opportunities and work experience for students to help enhance their competitiveness. In order to increase international talents, in addition to recruiting overseas students, the Company accepted foreign student applications from the New Southbound Special Class, enabling these individuals to work in Taiwan after graduation; this form of active recruitment helps increase Catcher’s visibility.

➤ Compensation and Promotion

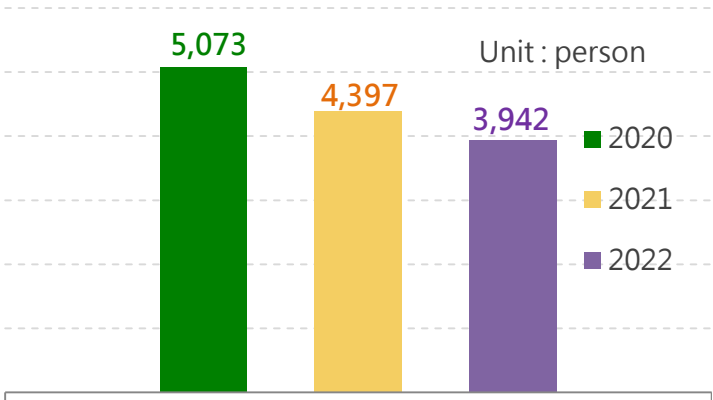
Talent is the most valuable resource in an organization’ s operations. For selected talents, Catcher provides competitive salary and benefits that are above the mandatory minimum wage based on job vacancy, education, experience, professional seniority, as well as an external salary survey & market assessment, and we also ensure that employees can afford their living expenses. In order to facilitate employee retention, Catcher provides compensation for employees, which includes high bonuses and dividends based on the company’ s financial and operational status, performance, industry standards and periodic assessments, as well as contributions that add overall value to the company. Catcher has a Compensation Committee, which regularly reviews the compensation and allocation plans for employees and directors, and reports its decisions to the Board of Directors.

Catcher also trains employees according to their different positions, professional skills and knowledge, and plans professional development for outstanding talent, such as task rotation, overseas appointment, cross-functional task assignment, to cultivate employees’ ability to solve problems comprehensively so that each talented employee can find their niche and apply their skills. In 2022, the internal promotion rate within the management level was 77.78%.

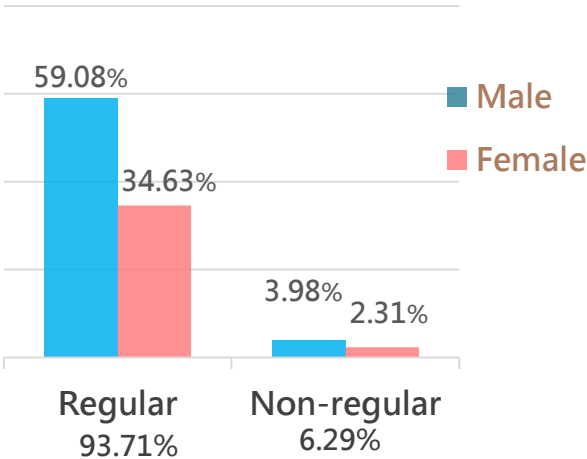


➤ Human Resource Structure

Employees are valuable assets to Catcher, and as of December 31, 2022, the total number of employees at Catcher's Taiwan plant was 3,942, representing a decrease of approximately 10.34% compared to the previous year. This reduction in the workforce is due to ongoing efforts to enhance automation in production processes and optimize capacity, thereby reducing the need for manual labor. The proportion of regular employees is 93.71%, while non-regular employees account for 6.29%.



The total number of employees at Catcher's Taiwan plant from 2020 to 2022.



Ratio of Male to Female Employees in Taiwan Factories in 2022

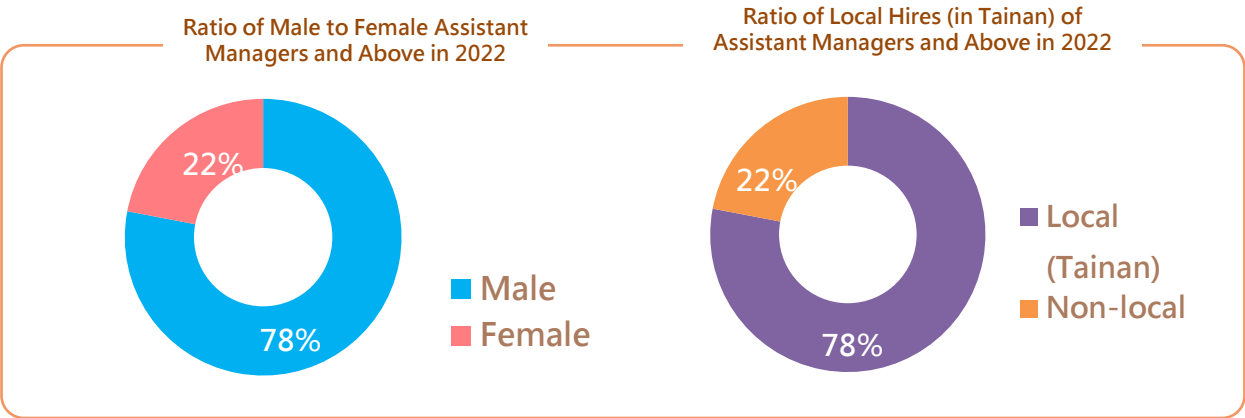
Catcher started out in Tainan and has been operating for decades. More than 99.22% of its full-time employees work in the Tainan factories (including Ren Ai Headquarters, T.I.P. Factory and Y.K.I.P. Factory), and because of the special nature of their work, the remaining less than 1% employees are spread across Taipei to serve investors and customers. Regarding age distribution, almost 80% of the full-time employees are aged 21–40 years, averaged at 34.61 years, with 6.06 years of service experience on average.

Internal employee management is based on the type of job involved (e.g., production line and non-production line of work), taking into consideration the knowledge, skills, and competency require. Statistics show that full-time employees in 2022 are largely made up of base-line technicians, whereas 6.47% of the employees work full-time, hold Master's degree or higher, and assume post in R&D or other professional management.

Labor Structure of Full-Time Employees in Taiwan in 2022				
Category	Item	Male (%)	Female (%)	Subtotal (%)
Work Location	Tainan area	62.64	36.65	99.30
	Taipei Operation Center	0.41	0.30	0.70
Age	Under 20	0.30	0.16	0.46
	21-30	17.19	11.80	28.99
	31-40	32.65	17.70	50.35
	41-50	11.61	5.66	17.27
	51-60	1.19	1.54	2.73
	61-70	0.11	0.08	0.19
Position	Management	8.20	1.22	9.42
	Engineer	12.05	1.60	13.64
	Administrator	2.17	2.52	4.68
	Technician	40.63	31.62	72.25
Education	PhD	0.27	0.03	0.30
	Master	5.12	1.06	6.17
	College and University	34.49	15.48	49.97
	Vocational / High School and Below	23.17	20.38	43.56

Under the regulations of performance and promotion systems, Catcher prohibits discrimination, granting all capable employees equal opportunity to promotion. In 2022, the male-to-female ratio of assistant managers and above in Taiwan was approximately 7:2.

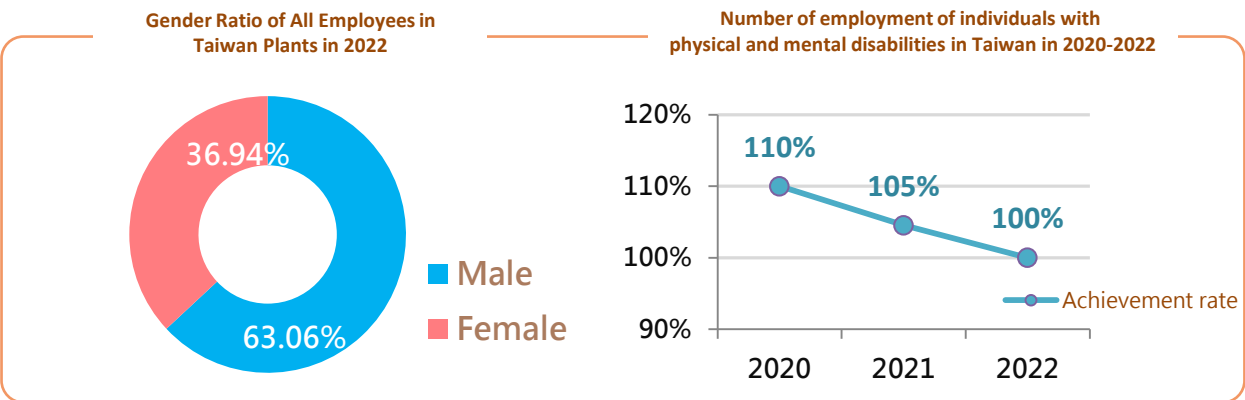
Catcher constantly contributes to local employment opportunities, which is evident in our hiring of local personnel (78%) as assistant managers or above to implement talent localization. Moreover, hiring locals facilitates understanding of local needs to enhance our market image.



➤ Workplace Diversity and Equality

Catcher employs a fair and equal approach in hiring, promotions, and compensation based on job category, education, professional skills, years of experience, and individual performance. We do not discriminate based on race, social class, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, appearance, facial features, physical or mental disabilities, past union membership, skin color, pregnancy, or membership in any social organization. We ensure that employees are not subject to discrimination, harassment, or unequal treatment and strive to create an inclusive and diverse workplace environment where all can thrive.

The overall male-to-female ratio among Catcher's employees is 63.06% to 36.94%. This gender ratio difference is due to variations in job nature and does not impact employment opportunities based on gender. Additionally, in alignment with government initiatives to promote employment opportunities for individuals with physical and mental disabilities, Catcher provided opportunities for 40 hearing-impaired and physically disabled individuals in 2022, complying with legal requirements and offering suitable job opportunities for disadvantaged groups to utilize their expertise.



Talent Turnover and Retention

Catcher strictly adheres to local labor laws and the principle of choosing the right people and the right skills. To facilitate our business performance and job requirements, Catcher has hired 181 new full-time employees in 2022. Ratio of male to female employees is 49.87% to 50.13%, mostly aged between 21 and 30 years, and are located in Tainan.

Labor Structure of New Full-Time Employees in 2022				
Category	Item	Male (%)	Female (%)	Subtotal (%)
Work Location	Tainan	47.51	48.29	95.80
	Taipei Operation Center	2.36	1.84	4.20
Age	Under 20	0.00	0.26	0.26
	21-30	25.98	25.98	51.97
	31-40	20.47	23.10	43.57
	Over 41	3.41	0.79	4.20

In 2022, 890 full-time employees had resigned (70.11% of male and 29.89% of female employees). In view of this, Catcher optimized the management systems such as the remunerations, welfares, and working environment. When employees submit their resignation, their direct supervisors or the HR department will have a talk with the employee to determine their reason for resigning. This process is aimed at reducing talent turnover. In some cases however, employees are assessed for their capability and intention after the meeting. Depending on the results, they may be transferred to other job posts. Thus, a win-win situation for the company and employees is created.

Labor Structure of Full-Time Employees Who Resigned in 2022				
Category	Item	Male (%)	Female (%)	Subtotal (%)
Work Location	Tainan	69.89	29.21	99.10
	Taipei Operation Center	0.22	0.67	0.89
Age	Under 20	0.67	0	0.67
	21-30	31.35	13.60	44.94
	31-40	31.01	13.82	44.83
	41-50	6.29	1.80	8.09
	51-60	0.67	0.56	1.24
	61-70	0.11	0.11	0.22



In order to motivate employees to pursue growth, and evaluate their performance effectively, Catcher sets up an internal management procedure of performance appraisal. At the beginning of the year, the supervisors and the subordinates work together to set goals, track regularly and assess quarterly. The quarterly performance appraisal is based on the comprehensive assessment of attendance, work ability, development potential, work effectiveness, spirit and attitude, relevant reward and punishment records, thereby influencing employees’ adjustment of salary, promotion or bonuses. For those with poor performance, the head of the unit and the HR Department will assist the employees in discussing and planning improvement plans to enhance the performance.

The Number of Full-time Employees in Non-Managerial Positions and Their Salary in 2021-2022			
Item	2021	2022	Difference from that in previous year (2021-2022)
Number of full-time employee in non-supervisor position (unit: person)	4,386	3,891	-495
Average salary of full-time employee in non-supervisor position (unit: NT\$1,000)	643	687	44
Intermediate salary of full-time employee in non-supervisor position (unit: NT\$1,000)	540	579	39



➤ Child Care Applications

Catcher has maternity and paternity leave system in place, and to promote family harmony, Catcher educates employees on how child care leaves are used. In 2022, 84 employees were on child care leave, 47.62% of whom were on unpaid leave, and 87.88% of employees were reinstated after unpaid child care leave, indicating 65.22% in average retention rate.

2 0 2 2 Child Care Leave in Taiwan Factory	Male	Female	Total
A. No. of employees on child care leave in the current year (including maternity and paternity leaves)	46	38	84
B. No. of employees that actually applied for unpaid child care leave in the current year	12	28	40
Child care leave application rate (B/A×100%)	26.09%	73.68%	47.62%
C. No. of employees expected to be reinstated in the current year	4	29	33
D. No. of people actually reinstated in the current year	4	25	29
Rate of reinstatement after unpaid child care leave (D/C×100%)	100%	86.21%	87.88%
E. No. of employees reinstated following unpaid child care leave in 2021	2	21	23
F. No. of employees reinstated from unpaid child care leave in 2021 and who have worked for one year since	1	14	15
Retention rate after unpaid child care leave (F / E × 1 0 0 %) *	50%	66.67%	65.22%

➤ Retirement System

To ensure a secure retirement for employees, Catcher has set up a Labor Pension Supervision Committee and implements Labor Retirement Measures pursuant to the Labor Standard Act and Labor Pension Ordinance. It regularly appropriates 2% of the total salary of an employee based on a seniority system and deposits the amount to the employee’s account with the Central Trust of China to protect employee rights and interests. Since July 1, 2005, the company has adopted a new version of the government’s retirement measures and provides6% of an employee’s total salary which is deposited to his/her own personal account-based pension. The pension of an employee is granted within 30 days from the date of retirement. A pension payment voluntarily made by an employee is deducted from the monthly salary and deposited to the employee’s personal pension account with the Labor Bureau.

3.3 Training and Development

(1) Policies / Commitments

- Consider “diversified training and continuous learning” as Catcher’s educational training policy to promise that employees will be cultivated the ability of comprehensive and diversified problem-solving. Through a holistic lesson plan of training and development, employees will enhance the knowledge, skills and stimulate potential ability, and Catcher's competitiveness will also be enhanced.

(2) Goals & Target : Diversity and Learning

	2022年	2021	2020	*Note: The epidemic continued to wreak havoc in 2022. To avoid the risk of cluster infection, most face-to-face classes were postponed or cancelled. Hence, the average training hours per person and total on-the-job training hours failed to meet the target. Once the pandemic slows down, the original goal will be achieved.
Hours of training per person on average: 8	7.70hrs*	4.96hrs	7.58hrs	
Total hours of in-service training: 28,000 hours	30,337.9hrs	21,812.4hrs	24,578.8hrs	
Training satisfaction: 90%	95%	94%	94%	
<ul style="list-style-type: none">• Medium-term and Long-term: Provide learning resources to properly integrate training plan into business strategies, improve the functional development of all employees, and create a workplace of right people and the right skills.<ul style="list-style-type: none">- The achievement rate of supervisors participating in management courses100%.- Employees receive in-service training courses 100%.- The achievement rate of estimated courses 90%.				

(3) Responsibilities

- Human Resource Department is responsible for planning, organizing, checking and implementing Catcher's annual education and training, planning, implementing and reviewing new recruits and the class training, assisting and checking the implementation of each department, reviewing performance of educational training, as well as maintaining and saving record files. Other departments assist in proposing the needs of annual training, planning, implementing, changing and reviewing training, and supervising employees to receive the training required.

(4) Resources

- Allocate appropriate funds to study resources, such as course, lecturer training, training activities. Otherwise, specialists of educational training are employed to provide comprehensive training support and administrative integration.

(5) Grievance Mechanisms

- Provides a feedback mechanism for employees and regards the same as employee feedback and grievance’s level. Dedicated personnel is requested to provide responses of improvement to the trainees’ feedback within a week.

(6) Specific Actions of 2022

✓ Continuing to Promote Online Learning

In 2022, Catcher continued to promote online learning. While the management team and supervisors still utilized the Common Wealth Leader Campus to stay updated on trends and new knowledge, efforts were made to enhance the understanding of RBA and workplace safety regulations among frontline employees. Collaborating clients also provided an online learning platform, enabling employees to engage in flexible and self-directed learning. In the post-pandemic era, digital learning has become the optimal solution for sustaining continuous training. Catcher will continue to develop diverse aspects of digital learning in the future.



▲ Common Wealth Leader Campus



▲ Cost Awareness and Value Concept



▲ Interpersonal Communication in the Workplace

To maintain innovation and competitiveness, Catcher places a great level of emphasis on employee training and development. By following the principles and regulations of the TTQS, Catcher plans diversified educational training system, and every year, the Company systematically formulates annual training plan for all employees to bridge the gap between the company's business development and employees' work skills and encourage employees to partake in various internal and external training courses. Internal courses are focused on the core and professional competencies of employees, specializing in the learning of in-service training, work instructions, and position transfers. External courses are based on job requirements and include professional seminars and training courses provided by training institutions and well-known universities in Taiwan and overseas. The purpose of these courses is to improve employees' competitiveness in the workplace and enhance the company's management performance.

As of the end of 2022, Catcher had a total of 3,942 employees, and the total training hours amounted to 30,337.9 hours. On average, each employee received 7.7 hours of training. In recent years, due to the impact of the pandemic, there has been a gradual decrease in physical classroom training sessions. Instead, Catcher has focused on developing digital online courses, resulting in more streamlined and focused course content. Overall, through continuous training courses, employees obtain supports from professional knowledge, management skills, and tension relief. Our learning training courses include: orientation training for new hires, training for supervisors, professional function training, internal lecture training, and general education course, all of which provide employee access to suitable learning resources, with the expectation that the professional talents can be trained to meet the needs of the production line or new process development and the rapid development of the technology industry, and employees can also find a point of balance in life.



Orientation Training for New Hires



On the first day of their work, new employees are arranged to attend a day of training courses to inform them of the company's system and rules, corporate value, corporate culture, information security and personal information protection, quality system, process introduction, workplace safety, and CSRs (including labor and human rights, freedom of association, prevention of sexual harassment, integrity management, and anti-corruption) to help employees quickly assimilate in the work environment.

Professional Function Training System



Professional techniques and training courses that each department requires are provided . These courses involve principles and theories, troubleshooting, and instructions on machinery operations, such as automated processes and professional skills for entry/basic/intermediary levels. Catcher also arranges seminars on product applications, inviting multiple external vendors in 2022 (including equipment, raw materials, and consumables) to give talks on technology applications and development trends and inspire employees to apply their skills in process and procedural optimization, thereby further improving their work skills.

Training for Competency of Supervisors

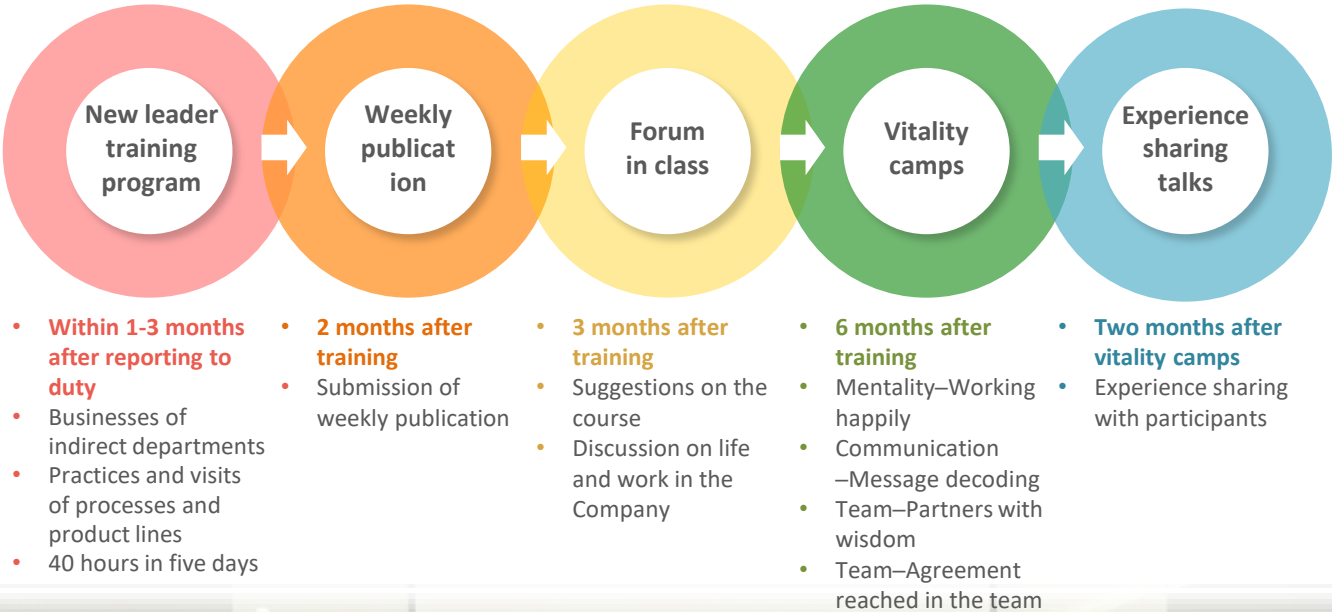


To strengthen management skills, Catcher offers different competency courses for different stages of management to help supervisors quickly adjust their mentality and capability in the event of a job promotion. In the management training for all levels, Catcher focuses on the importance of responsibilities, target control, continuous improvement and enhancement of communication skills.

Besides, the new leader training program launched since 2014 invited the internal elites to share their experiences in class, on weekly publications, seminar interviews, vitality camps for junior managers, and experience sharing talks, which facilitate increasing professional knowledge, management skills, and employee solidarity to build a pool of talent. °



★ New Leader Training Program



Internal Lecturer Training



To improve the teaching abilities of internal lecturers so that they can fulfill their duties, all internal lecturers must complete a series of internal training courses that focus on the concepts and practices of being a lecturer, and corporate training for internal lecturers. Each person must complete at least 18 hours training to build the required knowledge and attitude of being a lecturer. Therefore, potential lecturers can present their teaching materials in a logical manner, and properly utilize different teaching methods and skills to inspire learner motivation and transfer their knowledge and skills.

In addition to training courses, each new lecturer must give a test run of their lecture before opening of actual classes. Relevant experts and senior lecturers are invited to provide their opinions and feedback, which can help new lecturers prepare for their classes and demonstrate favorable teaching performance.

Internal trainers play an essential role in sharing personal experiences and knowledge, making them indispensable drivers for talent development within the company. Each year, on Teacher's Day, Catcher presents thank-you cards and gift vouchers to recognize the contributions and dedication of the internal trainers in nurturing talents. This gesture also encourages more outstanding colleagues to join the ranks of knowledge transfer, further expanding the benefits of learning.

General Education Courses



Catcher organizes general education courses as needed, which are aimed at equipping employees with the basic skills they need for extensive development. These courses include topics on employee care and assistance, health seminars and sports, English, and travel. The series of courses offer employees the chance to learn things other than their work profession, thereby achieving self-enhancement and balance in physical and mental development.



3.4 Safety & Health

(1) Policies / Commitments

- Consider “regulatory compliance, ongoing improvements, disaster prevention, implementation of education, active communication” as our management philosophy to convey the policy of “all employees focus on industrial safety so that we can work safe and sound” thereby continuing to implement occupational safety and health management system.

(2) Goals & Target : Zero Occupational Injuries

	2022	2021	2020
Individual Management Rate of High-Risk Personnel 100%	100%	100%	100%
Absenteeism rate <10	2.28	1.88	5.77
Occupational Deaths: 0	0	0	0

*Note: Absence rate is in accordance with the International Labor Organization (ILO) Code of Conduct for Recording and Notification of Occupational Accidents and Diseases. The formula for Absence Rate (AR)=(Total absent days during reporting period/ Total work hours)X200,000

- Medium-term and Long-term: Continue to achieve the goal of occupational safety and health management system optimization, and create zero occupational injuries

(3) Responsibilities

EHS Office and the occupational physician review the employees’ workplaces regularly, and make recommendations for improvement, such as engineering, and redistribution of work. All employees review their working environment and propose risk identification and assessment.

(4) Resources

- Dedicated personnel of safety & health, dedicated nursing personnel, all equipment and engineering to prevent risks, health promotion resources, all kinds of educational training.

(5) Grievance Mechanisms

- Public grievance, employee feedback and grievance channel.



(6) Specific Actions of 2022

✓ Continue To Improve The Safety And Health

Catcher Tainan Plant was invited by the Tainan City Department of Labor in 2017 to establish the Catcher Occupational Safety and Health (OSH) Family. Embracing the spirit of "mother hen guiding her chicks," Catcher led supply chain partners to collaborate and share resources in the field of occupational safety and health. Together, they devoted efforts to enhance the management knowledge and capabilities of the Catcher OSH Family, thereby reducing workplace risks and disasters.

✓ Deepening the Catcher OSH Family

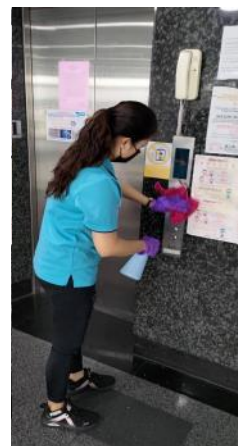
Catcher actively participated and promoted activities organized by the Tainan City Department of Labor and the Southern Occupational Safety and Health Center for the Catcher OSH Family. These activities included executive forums for the Catcher OSH Family, quarterly communication meetings with supervisory authorities on OSH issues, jointly organized training courses, recreational walking and mountain climbing activities, presentation of OSH training achievements, workplace health certification, and OSH competitions.

In addition to sharing OSH information through regular meetings and training courses, Catcher established an online platform for OSH Family partners. This technology-driven platform facilitated real-time sharing and discussions on regulatory updates and OSH-related cases. With the belief that "OSH can always be improved, but never perfect," Catcher and its supply chain partners steadily moved forward, step by step. Thanks to the efforts of the Catcher OSH Family in 2022, they were awarded the "Excellence Award" by the Tainan City Department of Labor.



➤ Catcher Continues Anti-pandemic Mechanism

In 2022, the world is still affected by the impact of the COVID-19 epidemic, Catcher followed the government's pandemic prevention policy to promote a number of prevention measures in areas such as employees, suppliers, contractors, customers, etc. and established an anti-pandemic team which convenes anti-pandemic meetings on a regular basis, develops relevant policies and implement anti-pandemic measures to reduce employee health risk, and providing a safe and healthy work environment for its employees.



Protection of taking meal environment

Planning ability to stagger employee meals by setting clapboards on the table, adjusting distance between seats and requesting employee not to talk during meals and not to stay after meals.



Wear masks

Wearing masks is mandatory in enclosed environments, including elevators, classrooms, meeting rooms, and dining areas.



Disinfectant in each workplace

Maintaining cleanliness in public areas, assigning cleaners to disinfect surfaces such as door knobs, elevator buttons, light switches etc.; placing sanitizer spray bottles along the hall, dining area, production area, office etc. for the use of employees, customers and suppliers



Full registrations for supplier visitors

Suppliers and customers need to register and provide their contact information and time of factory entry and exit. They also need to have their temperatures checked, disinfect by spraying alcohol, wear masks etc. in compliance with anti-epidemic policies.



Track travelling footprints

Investigate and monitor inbound/outbound employees; the government has issued a directive with regard to local tours, suspended employee overseas trips, and reduced the frequency of domestic/overseas business trips.



Deliver anti-pandemic information

Sending information regarding the pandemic via e-mail to every contact group from time to time, posting pandemic updates in public areas; issuing government announcements, anti-pandemic policies of the company, and other messages for acknowledgement and compliance of employees.

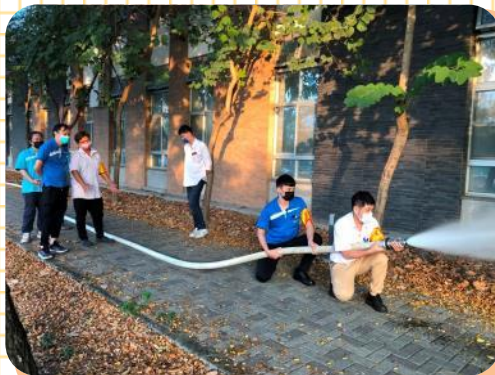
Catcher implements ISO 45001 Occupational Safety & Health Management System. In order to implement occupational safety and health management, the plans and emergency response procedures have been formulated based on on-site hazard identification and risk assessment mechanism for reducing the occurrence of manmade and non-manmade disasters. In addition to employee safety, employee health is also a major concern of Catcher. The Company regularly provides professional medical consultation service, health checks, and suitable health-promoting plans to protect employees against occupational diseases and injuries and ensure employee health and safety.

➤ Safety and Health Promotion Organization

Ren Ai Headquarters, T.I.P. Factory, and the Y.K.I.P. Factory have Safety and Health Management Committees in place; quarterly meetings are convened to discuss the implementation effectiveness and improvement practices for various safety and health operations. The committee is chaired by the factory manager, and composed of members from department managers, labor representatives and EHS. The labor representatives from Ren Ai Headquarters, T.I.P. Factory, and the Y.K.I.P. Factory account for 38%, 34%, and 39% of the committee, which complies with Article 11 of the Occupational Safety & Health Act. This composition enables the management and employees to communicate safety and health related issues face-to-face.

Furthermore, the factory manager convenes weekly environmental safety and health meetings, during which each factory division engages in discussions on safety issues (safety of mechanical equipment operation, proper rate of fire facilities, measurement of electric disk temperature, noise detection of manufacturing processes, internal and external investigation of occupational injuries, etc.), and health issues (hyperglycemia, hyperlipidemia, and hypertension control, occupational medicine doctor's consultation and training, stop & restart work evaluation, etc.) of the factory, in order to increase communication frequency and improve the efficiency with which problems are handled. These meetings highlight how much Catcher values employees' safety and health.





▲ Fire Protection, Earthquake, Leakage and Disaster Prevention Education and Drilling

➤ Safety and Health Management Practices

When planning and executing matters relating to the safety of operating environment, Catcher complies with relevant laws and regulations such as the Occupational Safety & Health Act and its enforcement rules, Labor Health and Safety Facilities Regulation, and Guidelines for Implementation of Labor Workplace Environmental Monitoring. In addition to local regulations, Catcher is also dedicated to staying in line with international development trends and customer requirements. First, we identify and record the activities of different work sites, the raw materials, machineries, equipment, tools, and risk factors involved, and how monitoring is performed. Then, risks are assessed on three dimensions of frequency of occurrence, severity, and risk control effectiveness. Finally, appropriate designs, engineering, administrative control, and continuous training are employed to control the various types of hazard that may arise during machinery operations, use of automated equipment, and handling of chemicals, combustible dust, ergonomic applications. Each factory implements environmental monitoring every year in pursuant to law so as to protect the safety and health of employees and ensure the quality of work environment.



Additionally, to prevent latent risks, dedicated personnel is appointed to conduct daily patrol and inspection for effective control over high-risk operations and common deficiencies. Catcher has an emergency response management procedure and response taskforce in place to facilitate mediation of emergency situations in the event of earthquakes, fire hazards, and chemical leaks. The Company has also joined the National Toxic Hazard Joint Defense System of the Environmental Protection Administration, regularly appointed employees to attend toxic hazard drills, provide mutual support and resource allocation, and increase the company's first-aid capacity. The purpose of these activities are to reduce the scale of disaster impacts and achieve pollution control.

➤ Occupational Injury Statistical Analysis and Safety and Health Awareness

Catcher takes occupational hazard problems very seriously. We appoint dedicated nursing personnel to record and perform statistics on the types of common occupational hazards and the department in which these hazards frequently occur, according to the statistical indicators of the Ministry of Labor. These statistics are used as a basis for developing improvement strategies and training courses. Additionally, management situations are regularly reported to competent authorities and factory managers.

7 occupational accidents occurred inside the company in 2022. Through hazard identification and risk evaluation, Catcher conducts cause analysis for the accidents, and review the software and hardware facilities and SOPs for improvement. We expect continuous improvement in the working environment and safety to reduce the risk of disaster occurrence.

2 0 2 2 Occupational Injury Statistical Analysis in Taiwan plant

	Taiwan plant	
	Male	Female
Frequency of disability injury (FR)	0.62	0.89
Severity of disability injury(SR)	7.15	19.50
Absentee Rate(AR)	1.43	3.90
Occupational Diseases Rate(ODR)	0%	0%
Occupational Diseases	0	0

Note : ■ Occupation disaster category excludes car accidents outside the factory

■ Frequency of disability injury (FR) = Number of person with disability injury x 1,000,000/ total working hours, where the number of day with loss starts from 24 hours of the accident, excluding less than one day and accident outside the factory; so does Public injury rate (IR).

■ Severity Rate of disability rate (SR) = Total number of days with loss x 1,000,000/ Total working hours, where the number day with loss starts from 24 hours of the accident, excluding less than one day and accident outside the factory; so does Lost day rate (LDR).

■ Absentee Rate (AR) = (Total absence days during reporting period/ Total work hours)X200,000

■ Occupational Diseases Rate (ODR) = Total number of ODR cases x 200,000/ total working hours *100%

Every year, Catcher continues to arrange safety and health-related training to shape a culture of workplace safety. Through safety and health awareness, employees are fully equipped to comply with safety and health policies, and therefore, Catcher establishes the correct concepts, and works together toward building a safe workplace.



▲ CPR+AED Operation Training

2022 Outcomes of Safety and Health Training for Employees in Taiwan

Safe Environment

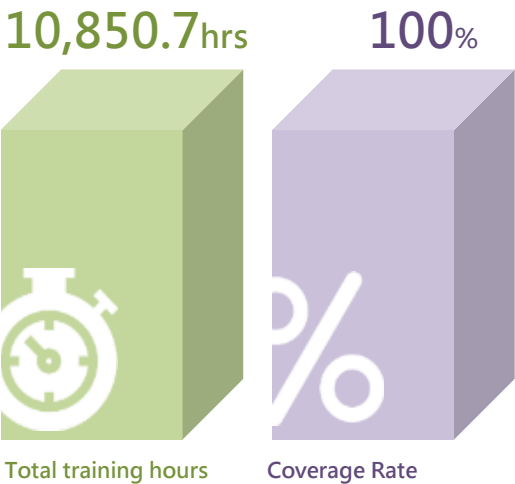
- 1. Noise Operation Occupational Safety In-service training
- 2. Powder/dust Operation Occupational Safety In-service training
- 3. User instruction of danger object public awareness and chemicals
- 4. Disaster Prevention Educational Training & Exercises in fire services, earthquake, leakage
- 5. Emergent evacuation for fire service exercise (dormitory)
- 6. Safety and health education and training for first responders
- 7. Safety and health education and training for cranes & hanging operators
- 8. Education and training for personnel on hazard identification and risk assessment.
- 9. Safety and health education and training for forklift operators handling loads of one ton or more.
- 10. Hazard awareness and education for confined space and elevated operations.

Online courses

- 1. General hazardous substance and chemical safety and health education and training.
- 2. Safety and health education and training for in-service and job change activities.
- 3. Prevention of dust hazard safety and health education and training.
- 4. Hearing protection and prevention safety and health education and training.
- 5. Workplace interpersonal communication.
- 6. Management and care for foreign employees.
- 7. Employee care guidelines.

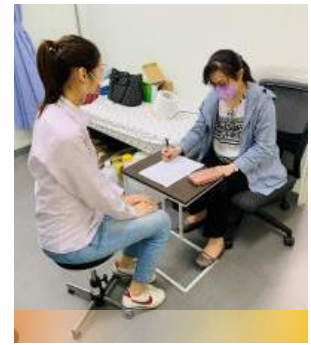
Health

- 1. CPR & AED operation training
- 2. Metabolic syndrome prevention training
- 3. Food poisoning health educational training
- 4. Introduction of notifiable infectious diseases and in-plant notification procedures
- 5. Introduction to common occupational muscle/bone disease and prevention
- 6. Communication management skills (starter)
- 7. Workplace interpersonal communication



➤ Health Checks and Health-Promotion Programs

Catcher cooperates with occupational disease specialists from National Cheng Kung University Hospital to provide medical consultations and referrals for employees through the medical window in the factory, and actively assess the health hazards that may be caused by the working environment. Catcher cooperates with professional medical institutions every year to host health checks for employees who handle general and special hazardous operations. The frequency and items of health checks that we offer are superior to local statutory requirements. It establishes the risk level based on the results of the health check report, and arranges physicians for following up.



▲ Physician on-site visit



▲ Metabolic syndrome prevention course

According to employees' health check results over the years, we found that a majority of employees in all age groups exhibited slightly higher body fat level. To comprehensively, continuously and actively promote the physical and mental health of the employees, diverse physical exercise and health courses were opened in 2021 under the support of managements. An occupational disease specialist was invited to the factory for metabolic syndrome prevention course. In this way, Catcher promotes the employees of health knowledge and habits and help them fight against obesity and chronic disease. In other words, helping employees to stay healthy is our long-term goal.

➤ Protection of Maternity in the Workplace

For the female employees responsible for specific job may hazard their health, Catcher evaluates and controls the risks, arranges doctor's interview, risk level management, arranges work distribution properly, and other related measures. The implementation is regularly tracked by professional nurses. In addition, Catcher provides female employees with health guidance, health information, parking spaces, breastfeeding room, and so on, to properly protect maternity and breed health next generation.

Promotion of Maternity in the Workplace

● Health Risk Assessment

Focus on pre-pregnancy, pregnancy, childbirth, and breastfeeding employees. Catcher implements health risk assessment in the workplace, and ranks and manages risks, and control hazard.

● Breastfeeding Room

Build a breastfeeding room in each factory

● Doctor's Interview

Arrange interviews with the doctor and nurse, provide health guidance, health information

● Exclusive Parking Space

Set up Exclusive parking space for pregnant women in each factory

● Work re-assignment

Female employees classified as the third level of health risk rating will follow the recommendations of occupational medical doctor, such as working environment change, working hours adjustment, and jobs re-assignment.

➤ Occupational Safety & Health Implementation

By continuously implementing occupational safety & health management measures and assigning safety personnel at every plant, Catcher builds a safe and healthy environment where employees can work with ease. It also carries out operational environment monitoring, onsite inspections and equipment checks.

Environment Surveillance on Labor Work

In compliance with the Implementation on Monitoring Labor Work Environment Measures, Catcher’s Work Safety Office has developed a work environment monitoring plan with officers in the factory, labor representatives of every process and work environment monitoring institute, certified by the central competent authority pursuant to operational patterns (sampled once quarterly or every half year) annually. This process included danger identification and data collection, grouped setting of similar exposure, planning and implementation of sampling strategy, sample analysis, data analysis and evaluation etc.

An approved third party unit was invited to implement chemical factor monitoring in the work environment to master real-time conditions of labor work and evaluate exposure and report the analysis to the information system designated by the central competent authority. In addition, Catcher also sends every round of sampling data statistics for analysis, and optimizing working environment for employees via engineering process.

Patrolling Inspection and Follow-up Improvement

Catcher introduces patrol checks data entry system and safe environment audit & defect entry system where data entries are input and studied in the frequency as follows: joint patrol checks more than twice each month by top supervisors in the factory, more than twice each week by the Chief of Manufacturing, more than once each day by work safety unit, more than once each day by field unit , more than twice each weekend by security guards and other project-based safety checks, and performance is tracked via instant improvement and calling for services.

Equipment Safety Management

Catcher introduces Equipment Maintenance & Checkup Registration System and the person-in-charge of equipment is requested to accomplish self checks before starting work every day. and the result is requested to input into the system for continuous operation, same rule applies to monthly and annual maintenance.

Professional Work Safety Managers

Each factory is set with the Member of Labor Safety Organization in compliance with laws and regulations, and operators are requested to implement jobs with related correspondent licenses pursuant to each pattern of process. With license management system, the expiration of licenses by every unit of staff, notice of earlier return for training, appointment for staff in transit and out of service, along with license replacement. For training and assigning first-aid personnel, Catcher assigned professional, licensed staff to ensure implementation and supervision of safety operations, following strict guidelines and procedures.

▼ The Safety & Health Award in 2022

- ★ Resource Recycling Award - Presented by Tainan City Environmental Protection Bureau
- ★ Occupational Health and Safety Family Excellence Award - Presented by Tainan City Government
- ★ Healthy Workplace Certification and Health Promotion Label - Presented by Ministry of Health and Welfare

3.5 Social Participation and Public Welfare

Upholding the spirit of "giving back what is taken from society," Catcher is committed to social welfare and continues to establish partnerships with local residents, disadvantaged groups, and other stakeholders, invest monetary contributions and resources to facilitate social development. Catcher and the Catcher Educational Foundation engage in a wide variety of social events that cover aspects such as talent cultivation, music and art, and social concern, with the total sponsorship amount reaching up to NT\$18,729,931 in 2022. Meanwhile, Catcher is also an active member of chamber of commerce, associations, and national institutions to facilitate communication with external stakeholders and enhance corporate image and influence.

➤ Participation in External Organization

	Membership	Date of Entry	Management Positions	Stakeholders Involved
Tainan Technology Industrial Park Association of Commerce	➤ General member	Membership No. 71		Government agencies and community residents
Tainan Industry Association	➤ General member	2008/10		Government agencies
Taiwan Electrical and Electronic Manufacturers' Association	➤ General member	2014/4/9		Customers, government agencies
Straits Economic & Cultural Interchange Association	➤ Group member	2013/2/8	Director	Government agencies, news media
Taipei Computer Association	➤ General member	2013/7		Customers, government agencies
Taiwan Composite Material Industry Association	➤ General member	2014/4/1		Customers, government agencies
Taiwan Mergers & Acquisitions and Private Equity Council	➤ Individual member	2016/10/1		Investors, shareholders
The Third Wednesday Club	➤ General member	2016/5/27		Investors, shareholders
Kaohsiung Personnel Representative Association	➤ General member	2016/7		Employees, government agencies
Institute for Biotechnology and Medicine Industry	➤ Group member	2019/9/3	Director	Government agencies, news media
Tainan City Nurses Association	➤ Registered nurses/Licensed practical nurses	2016/8/11		Employees, government agencies
Great Tainan Nurses Association	➤ Registered nurses/Licensed practical nurses	2011/2/23		Employees, government agencies

➤ Participation in Social

Catcher values long-term care for the needs of the surrounding communities. Each year, through various channels, we actively promote friendly interactions with local residents, sponsoring and participating in community events such as community development association activities and important festive celebrations. This fosters a strong bond and caring relationship with the community, strengthening our ties and commitment to their well-being. Additionally, the Tainan Ren-Ai Plant is situated near conservation areas. We take measures to internally monitor pollution prevention and emission control while also working together with community residents to protect the habitats of endangered species and maintain environmental ecology. If there are any suggestions or feedback from the neighboring communities, they are welcomed and can be communicated through the company's phone lines, official website's stakeholder contact section, or other provided means of contact. Upon receiving such feedback, the company will assign responsible personnel to understand the situation and take appropriate actions promptly.

➤ Important Activities of Social Participation

Continue Implementation of Computational Thinking Promotion Project

Catcher keeps devotion of the initiative of the Tainan City Primary School Computational Thinking Promotion Project for 4 consecutive years, helping local students improve capabilities of logical thinking and proper use of information. As advanced countries adopt computational learning into their main curriculum for primary schools, Taiwan has continuously enhanced its IT education to help students receive programming language courses in early education to prepare and provide for a better future. This year, Catcher continues its reinforcement on the depth of computer and technological learning and advancement by training educators across 30 schools to improve their teaching methods and practices by , sponsoring incentives and annual competitions for teachers and students to foster competitiveness and enhance their learning skills in the future.



▲ Primary and Secondary School Programming Competition Awards Ceremony

Continue Promotion of Volunteer Services

Catcher continuously promoted the volunteer services system every year. By cooperating with the organizations such as Tainan City Government, schools in rural areas and disadvantaged groups, every year Catcher encouraged employees to invest in volunteer services during regular work hours or weekends. Still affected by COVID-19 pandemic in 2022, Catcher cooperated with Government's anti-pandemic policy by avoiding chance of union and volunteer activity reduced significantly than before. Waiting until the pandemic slowdown, Catcher will also continue to lead employees into the society to implement the social responsibilities of local enterprises.

Participation in Important Public Welfare Events in 2022

2022.01.27 【 New Year Warmth Event 】



Event: Since 2015, Catcher has been collaborating with the nearby private Ren-Ai Child Care Center to organize a caring event. The "2022 New Year Love Campaign" involved the children from the childcare center filling out wish lists. Catcher employees voluntarily picked these wishes and personally prepared gifts to fulfill the children's dreams, showing care for the neighboring community. A total of 31 exquisite and practical New Year gifts were donated, along with free contributions amounting to NT\$117,000.

2022.04.16 【 Tainan City Government Spring Beach Cleanup 】



Catcher continued to respond to the Tainan City Government's beach cleanup event. During the spring season, Catcher volunteers gathered at the Tainan Golden Coast to pick up beach litter, restoring the coastline to its original appearance.



Constant Warm and Love with A Kernel of Wheat Foundation



For the seventh consecutive time, Catcher sponsored the "Love Gathering to Warmly Care for Elderly Home Delivery of Joy" event organized by the One Grain of Rice Foundation. In 2022, due to the ongoing impact of the COVID-19 pandemic, the event involved the team creating a shopping catalog. Caregivers were invited to assist the elderly in selecting their desired New Year goods or dishes. Afterward, the team made the purchases and personally delivered the items to the homes of the elderly. This allowed the elderly to enjoy the joy of purchasing New Year goods while staying safe at home and celebrating a warm and joyful Chinese New Year. This initiative reflects Catcher's spirit of respecting the elderly and helping the less fortunate, ensuring that this care and social warmth continue.

Funding for Setting up Senior Fitness Club

In response to the aging society, the Catcher Education Foundation cooperated with National Cheng Kung University and the affiliated hospital to establish the "National Cheng Kung University Ren-Ai Silver Fitness Club" in Tainan's North District. The club is staffed with professional sports instructors or related medical personnel to provide exercise guidance and create a safe sports environment for the elderly. The aim is to encourage senior citizens in the community to use the activity center to achieve various exercise and anti-aging goals.



▲ Opening Ceremony of Senior Fitness Club

Blood Donation and Sponsorship

Since 2015, Catcher has been collaborating with the Tainan Blood Center to hold blood donation events. The bloodmobile enters the factory premises, inviting employees to respond to the call to "donate blood, spread love." By doing so, Catcher aims to ensure that patients in urgent need of blood transfusions receive proper treatment. Additionally, Catcher offers voucher rewards to encourage more people to join the blood donation movement. In 2022, a total of 677 participants donated 268,000 cc of blood, establishing a positive public image for public welfare.



▲ Care & Love Blood Donation Day

Catcher has also been sponsoring the Tainan Blood Center's Corporate Blood Donation Week since 2021, aiming to encourage the general public to participate in blood donation. In 2022, a total of 2,715 participants donated 1,040,000 cc of blood. As a result, Catcher received recognition as an outstanding blood donation unit from the Taiwan Blood Services Foundation for the second time.



▲ Off-site Blood Donation Day



▲ Outstanding Blood Donor Award

Long Term Support in Readings at Rural Area

Catcher's 5th sponsored event, "Love for our elders with happy delivery of New Year gift" was organized by A Kernel of Wheat Foundation. At the height of COVID-19 in 2021, the team had to make adjustments for the activity by creating a shopping catalogue and social workers assisted the indigent elderly in choosing New Year items or food they want, and the team delivered these to their homes. This activity enabled seniors to enjoy New Year shopping at home during the pandemic. It also demonstrated Catcher's utmost respect for the elderly and care for the poor as the Company continued to extend support and assistance during these trying times.

Organizing the "Catcher Cup" Go Tournament

Since 2003, Catcher and the Catcher Educational Foundation have been organizing the "Catcher Cup" National Go Tournament to promote a balance between academics and leisure. This tournament has been held for 19 years and has become a well-known event in promoting Go education and encouraging positive activities among youth. The 19th edition of the tournament took place on August 14, 2022, at the Kun Shan University Gymnasium, with approximately 600 participants. Through the promotion of Go education, the event aims to cultivate virtues such as patience, concentration, and logical thinking among young people, contributing to a positive social atmosphere.



▲ "Catcher Cup" National Go Tournament Awards Ceremony

Sponsoring the "Anti-Drug Basketball Feast" Event

The Catcher Educational Foundation has been actively caring for young people and supported the Tainan City Police Department's Youth Police Team in organizing a series of crime prevention and awareness activities in 2022, including a basketball competition. These events aim to strengthen young people's understanding of the rule of law and their willingness to abide by the law, encouraging them to engage in positive leisure activities and fostering team spirit. The goal is to inspire young people to make the most of their youth and avoid regrets or harm.



▲ "Anti-Drug Basketball Feast" Joint Award Ceremony for Young Gamers in Tainan City

Sponsoring the "Antarctic Expedition International Mobility Program" for Exchange Students from Chang Jung University

Catcher has been deeply concerned about climate change-related issues and learned that exchange students from Chang Jung University will participate in the 2041 Antarctic Expedition. Catcher donated funds to support the successful implementation of the international mobility program. Through this expedition, students gain in-depth knowledge about the Antarctic's ecological environment and the severe impacts of climate change, such as the declining population of krill and penguins and the alterations in food chains involving seals and birds preying on penguins. Catcher hopes that this expedition will raise more awareness about climate change among businesses and the public, and help reduce biodiversity loss. Catcher continues to implement energy-saving and carbon-reduction projects, taking sustainable actions to protect the Earth.



▲ "Antarctic Expedition International Mobility Program" Presentation Event

Continue Art & Literature Promotion

Catcher Educational Foundation is committed to charity, education, and art and literature promotion for many years. We do our best to support various music and art performances. In addition to donation of these performances, Catcher has provided tickets to the employees and disadvantaged groups in recent years. Thus, ordinary people can appreciate these beautiful music and art talents, expand the vision of music and art, and support the fine performers

2022 Large-scale Art Performances Participated / Sponsored



➤ 04.16
Organizer: All people theatre Co., Ltd

《 Throw the garbage musical 》



➤ 08.06
Organizer : Image & Imagine Foundation for Culture and Arts

《 Time Capsule: My Dad and Casanova 》



➤ 05.01
Organizer : Ming Hwa Yuan Arts & Cultural Group

《 "The Legend of Pirate King Zheng Zhilong 》



➤ 11.27
Movie Day

《 No. 15 Maozao Alley 》



➤ 07.24
Organizer: Tainaner Ensemble X Slashie with you theatre

《 Whispers of the Peninsula 》





4. Environmental Harmony

- 4.1 Management System Operation
- 4.2 Countermeasures for Climate Change
- 4.3 Environmental Pollution Prevention
- 4.4 Climate Change Strategy



4.1 Management System Operation

Catcher has obtained the ISO 14001 Environmental Management System verification since 2009, and every year, it is subject to third-party verification and certificate replacement in pursuant to ISO standard regulations. By employing management systems, Catcher has constructed internal environmental management model to protect the environment, prevent risks, raise environmental awareness, and build a good corporate image, thereby fulfilling its environmental responsibilities. Under normal operation of management systems, the Management Review Meeting in 2021 was convened at the beginning of 2022 to inspect the appropriateness and validity of the company's management systems. Under the normal operation of the management system, regular reviews are conducted to assess the applicability and effectiveness of the management system.

The scope of Catcher's environmental management system includes all Catcher products, production process, and peripheral activities and services, as well as the arising pollution situations, raw material use, pollutant handling, and matters stipulated by relevant laws and policies. To ensure absolute implementation, a Management Promotion Committee has been setup, with the Chairman acting as the highest authority who announces management policies and commitments, and invites all units to elect committee members who can work together to achieve effective management. The formation of such committee demonstrates how much Catcher values environmental management. Additionally, schedule time sheet is planned and implemented, while management review meetings are held periodically to monitor and track implementation effectiveness. In 2022, Catcher actively promoted measures such as energy conservation, carbon reduction, and water resource conservation. The company followed relevant regulations and emission standards of the country in regard to exhaust gas, wastewater discharge, and waste disposal. Qualified waste disposal vendors were also engaged to manage internal waste. The environmental protection expenditure amounted to approximately NT\$ 60.3 million.

In 2022, Catcher did not receive any judicial or administrative punishment for violating environmental laws or regulations, nor did it receive official reports of environmental grievances, both showing Catcher's capability to produce satisfactory environmental performance, which facilitates normal business operation and reduction of penalty-related financial risks. Regarding strategic planning, the global business environments have seen changes in regulatory requirements, international management system standards, stakeholder requirements and the requirement of the ISO 14001: 2015. In light of these advances, Catcher will build a more integrated management system to reinforce the implementation of our environmental management systems, improve our ability in continuous improvements, and strive toward sustainable governance.

➤ 2022 Environmental Highlights

Greenhouse Gas Emissions and Energy

- In 2023, Catcher committed to achieving net-zero emissions by 2050 and is expected to complete the SBTi (Science Based Targets initiative) validation by 2024.
- Through the implementation of energy-saving equipment, frequency converters, and waste heat recovery, the company aims to continuously optimize electricity efficiency, resulting in an annual reduction of at least 280 tons of CO₂e.
- Catcher, in response to major customer demands, has participated in clean energy fund investments, equivalent to generating 480 million kWh of electricity annually, contributing to the development of the green energy industry.
- The rooftop solar power facilities installed in various manufacturing plants of the group generate over 26.5 million kWh of electricity each year.



Water Resources

- Catcher has strengthened the mechanism for reusing process water, achieving a water recycling rate of over 30%.

Circular Economy

- In response to major customer demands, Catcher gradually increases the proportion of recycled materials used and applies for recycling and renewable certificates.
- The percentage of process materials recycled exceeds 75%.

➤ Management System Policies

Policy	Focus	Implementation
 Regulatory Compliance	Compliance with and conformance to legal regulations and other requirements as agreed for compliance by the organization	Catcher promises to regularly inspect the addition or amendments of government-related laws and regulations, and verifies the compliance of its legal regulations with statutory requirements to meet the minimum requirement of the environmental management system. Furthermore, Catcher also takes into consideration the needs of its stakeholders as well as the prospects and trends of international environmental and protection practices to compile a list of other requirements that the company agrees to comply with, which are expected to facilitate comprehensive compliance with relevant regulations.
 Ongoing Improvement	Creating favorable operating environment through pollution prevention, energy conservation, automatic examination, and promotion of resource recycling to continuously improve environmental safety and health management performance	Catcher promises to follow the most recent version of the ISO 14001: 2015 Environmental Management System requirements to build, implement, maintain, and continuously improve environmental management system. Through governmental laws and regulations, stakeholders' requirements, international trends in environmental management and protection measures, as well as risk assessment mechanisms for environmental aspects, Catcher is not only passive toward regulatory compliance but it is also active toward providing feasible preventive measures for environmental issues such as energy saving, greenhouse gas reduction, water resource recycling and sustainability, in order to prevent inflicting irreversible damage to the environment.
 Disaster Prevention	Preventing the occurrence of occupational injuries, health hazards, diseases, and accidents to protect the safety and health of all employees and partnering suppliers, contractors, and visitors	Catcher promises to not only adhere to the environment-related requirements and regulations stipulated by its stakeholders, but also adopt risk management practices, including risk identification, assessment, handling, and prevention, to prevent the potential risks of air pollution, effluent treatment, waste disposal, and toxic substance management on the company 's business operation and to mitigate the negative influence of these processes on the environment. In addition, Catcher also formulates adequate active and passive goals and performance indicators for its environmental management system, and regularly monitors its environmental management performance to understand the effectiveness of its disaster prevention and continuous improvements and to ensure that the company' s management process is in line with the goal of its default plans.
 Implementation Of Education	Educate employees and propagate concepts of environmental protection, safety, and health to improve employees' knowledge on environmental safety and health and the responsibilities they should fulfill during daily operations	Catcher promises to build an organizational culture that values the importance of environmental protection and management, infusing it in training programs, case studies, internal meetings, and onsite and system inspections for new recruits to existing employees. In other words, various approaches are constantly employed to strengthen the environmental awareness of supervisors and onsite operators and to realize environmental concepts in daily operations.
 Active Communication	Building interactive communication channels for stakeholders to facilitate employee participation through communication, inquiries, and information transfer	Catcher is committed to establishing transparent and smooth communication channels for its stakeholders, including the setup of official websites, Facebook fan page, hotline, and designated email for collecting stakeholder suggestions and feedback, which can provide reference for optimization of environmental management systems. Our sustainability report is also a crucial channel through which to communicate with our stakeholders and regularly update them on Catcher's efforts and outcomes in environmental protection and management.

4.2 Climate Change Mitigation

In response to the escalating impact of climate change and extreme weather events, Catcher is actively addressing the risks and opportunities arising from climate change. The company utilizes the framework of the Task Force on Climate-related Financial Disclosures (TCFD) to identify climate-related risks and opportunities, and then implements appropriate management strategies. Based on the TCFD framework and in alignment with the Sustainable Development Scenario (SDS) proposed by the International Energy Agency (IEA) and the SSP1-2.6 and SSP2-4.5 scenarios presented by the Intergovernmental Panel on Climate Change (IPCC), the company assesses potential significant climate risks and opportunities, formulates response strategies and goals, and continuously tracks and manages them. The four core elements of the TCFD framework are disclosed in relation to management actions.

Governance

■ How the board of directors oversees climate-related issues

- ◆ In 2022, a dedicated Sustainable Development Department (previously known as the Corporate Social Responsibility Working Group) was established, reporting directly to the board of directors. This office serves as the core team for sustainable development, enhancing the company's competitiveness in sustainable development, and formulating policies in the areas of corporate governance, environmental protection, and social engagement based on international trends.
- ◆ The Sustainable Development Department regularly analyzes international trends in sustainable development to assess their impact on the company's operations, formulate necessary strategies and action plans, and set annual objectives.

■ How senior management evaluates and manages climate-related issues

- ◆ The Sustainable Development Department regularly convenes meetings to review the progress of relevant units in implementing projects related to corporate governance, environment, and social aspects. It also gathers stakeholder requirements and assesses the effectiveness of various sustainable development projects for reporting to the board of directors.

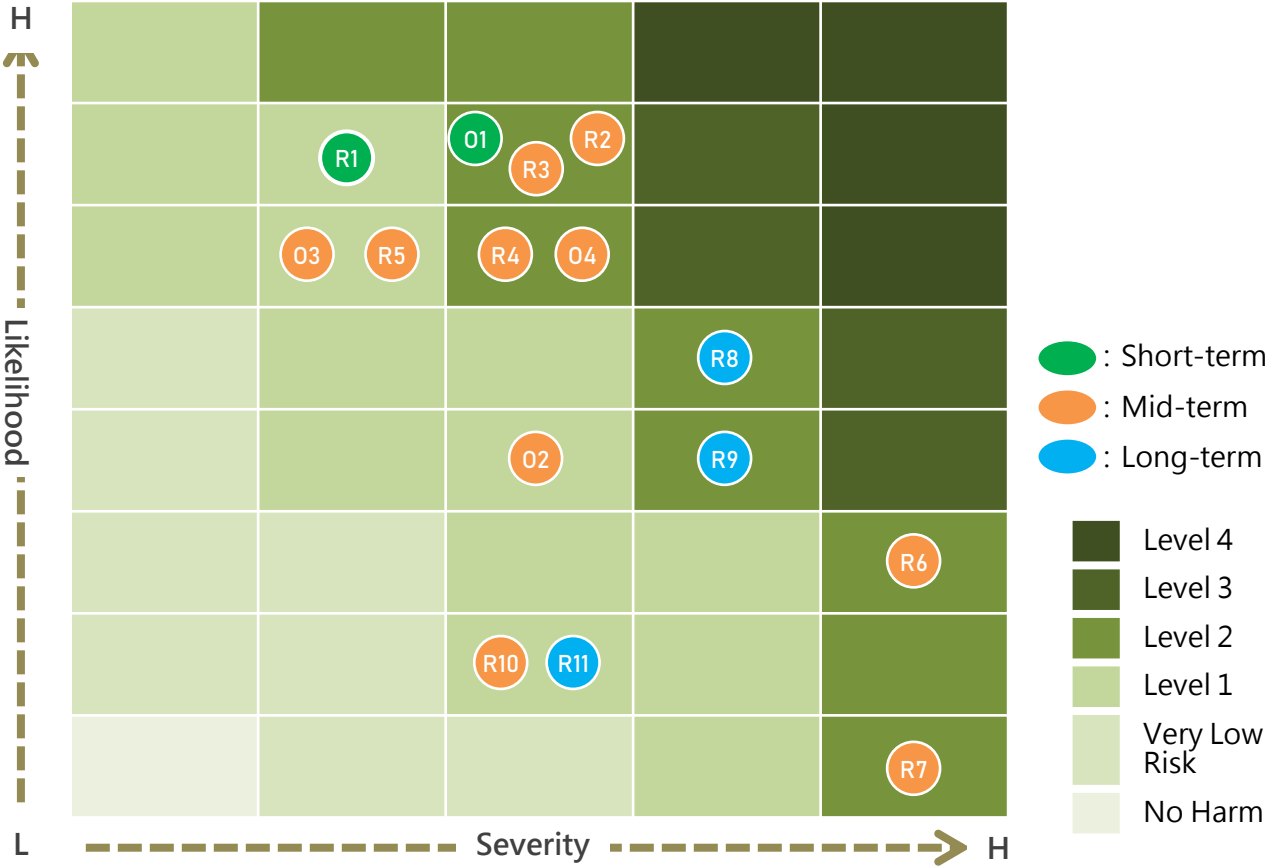
Strategy

■ Short, medium, and long-term climate-related risks and opportunities identified by the company

- ◆ Based on the TCFD framework, the Sustainable Development Department, with input from relevant departments, identifies and evaluates climate change risks and response measures. Potential crises and opportunities are identified through discussions in relevant meetings.



➤ Climate Risk Analysis Matrix



Risk Code	Type	Risk Issue	Time
R1	Transition Risks	Due to national energy transition policies, electricity costs may increase, leading to higher operational costs.	Short-term
R2	Transition Risks	To comply with regulations, customer demands, and international advocacy, there is an increase in the use of renewable energy and related expenses (carbon fees/taxes/inventory and verification/product carbon footprint), resulting in higher operational costs.	Mid-term
R3	Transition Risks	Implementing low-carbon production transformation requires upgrading and replacing equipment to meet energy efficiency standards, leading to increased capital investment and higher operational costs.	Mid-term
R4	Transition Risks	Failure to take proactive environmental sustainability measures may lead to loss of customer and investor favor.	Mid-term
R5	Transition Risks	Introducing alternative recycled materials in response to low-carbon technology trends increases technology transformation costs.	Mid-term
R6	Physical Risks	Increased frequency and severity of heavy rain and floods result in equipment damage, employee inability to work, leading to inadequate production capacity, and financial losses.	Mid-term
R7	Physical Risks	Suppliers facing disruptions due to climate change, such as heavy rain and floods, may experience increased costs or affect Catcher's operations.	Mid-term
R8	Physical Risks	Global sea-level rise submerges low-lying coastal areas, causing asset damage in flooded factories.	Long-term
R9	Physical Risks	Rising temperatures impact equipment operations, air conditioning usage, and overall energy consumption intensity, leading to increased operational costs.	Long-term
R10	Physical Risks	Scarcity of water resources leads to inadequate production capacity, necessitating water resource allocation and causing financial and operational pressures.	Mid-term
R11	Physical Risks	Suppliers facing disruptions due to climate change, such as water scarcity, may experience increased operational costs.	Long-term

Code	Type	Issue	Time
O1	Opportunity	In response to the clean production trend of carbon reduction and resource recycling, gradually increase the proportion of low-carbon raw materials such as hydroelectric aluminum and recycled aluminum in production, thereby reducing operational costs.	Short term
O2	Opportunity	Implement intelligent manufacturing automation processes to improve production efficiency and reduce resource consumption, thereby reducing operational costs.	Middle term
O3	Opportunity	Encourage and assist suppliers in low-carbon transformation and introduce backup supplier mechanisms to reduce procurement costs affected by climate factors.	Middle term
O4	Opportunity	Establish an effective business continuity plan (BCP) and strengthen relevant climate change response mechanisms to enable faster recovery to normal operating levels compared to competitors when climate change occurs, gaining customer favor and increasing orders.	Middle term

The impact of climate-related issues on Catcher's business model, strategy, and financial planning.

- ◆ Catcher has provided a comprehensive explanation and identified climate-related risks and opportunities. The financial impacts and mitigation measures are summarized in the table below, analyzing climate risks and opportunities separately.

Risk and Opportunity Item		Impact Description	Potential Financial Impact	Management Measures
Climate Risks	Low-carbon production, increase energy efficiency standards, and increase operational costs	The transition to low-carbon production requires improving energy efficiency standards for various assets and upgrading equipment, leading to increased capital investment and increased operational costs.	Cost increase	<ul style="list-style-type: none"> ■ Implement a green procurement system, choosing environment-friendly and energy-efficient equipment, products, and materials. ■ Ensure maintenance of production equipment to maintain high-efficiency operation. ■ Set carbon reduction targets through SBTi commitments and audits. ■ Publicly disclose carbon footprint results and reduction achievements for public scrutiny.
	Increased use of renewable energy leading to higher operational costs	Continuously increase the proportion of renewable energy use to meet international trends and customer requirements, resulting in increased operating costs.	Cost increase	<ul style="list-style-type: none"> ■ Plan the introduction of renewable energy and energy storage facilities. ■ Explore opportunities for collaboration with renewable energy and low-carbon technology providers. ■ Energy transition policy (seeking energy self-sufficiency planning).
	Extreme weather increases disaster risk, leading to insufficient capacity and financial losses	Increased frequency and severity of heavy rain and floods result in flooding of factory premises, equipment damage, employee inability to work, and disruption of supply chains, leading to insufficient capacity and financial losses.	Cost increase Revenue decrease	<ul style="list-style-type: none"> ■ Enhance contingency measures for production manufacturing and raw material supply chains. ■ Regular inspections/clearance of drainage systems. ■ Comprehensive insurance coverage.
	Drought causing water scarcity	Water scarcity leads to insufficient capacity, and financial expenses due to water resource allocation, causing operational pressure and impacts.	Cost increase	<ul style="list-style-type: none"> ■ Continuously invest in wastewater recycling schemes and implement water-saving equipment. ■ Recycle wastewater from the pure water system for replenishing cooling water towers. ■ Implement wastewater filtration systems for recycling and reuse of grinding wastewater.

Risk and Opportunity Item		Impact Description	Potential Financial Impact	Management Measures
Climate Opportunities	Positive sustainable actions to gain customer favor	International brands require supply chains to reduce carbon emissions, and Catcher may receive more orders by actively responding to this requirement.	Increase in revenue	■ Increase the proportion of external resource recycling and seek collaboration with new suppliers to increase resource recycling.
	Establish an effective Business Continuity Plan (BCP) in response to climate change	Establish an effective Business Continuity Plan (BCP) and strengthen relevant climate change response mechanisms to recover to normal operating levels faster than competitors when climate change occurs, gaining customer favor and increasing orders.	Enhance business resilience	■ Establish long-term supply contracts with suppliers to reduce risks and diversify sources of materials. ■ Establish an effective Business Continuity Plan (BCP). ■ Prioritize the procurement of raw materials from suppliers with environmental and low-carbon achievements through supply chain collaboration.

- Scenario Analysis (including 2°C or more stringent scenarios)
- ◆ Scenario Analysis (including 2°C or more stringent scenarios) Catcher assesses the severity of the impact on the company's operations based on the guidelines suggested by TCFD and considers policy considerations for two risk types: transition risk and physical risk, in The Worst-case Scenario.

Risk Type	Climate Scenario	Assessment Method	Assumption	Quantitative Risk Financials	Decision Impact
Transition Risk—Net Zero Emissions	IPCC Sixth Assessment Report SSP1-1.9 Scenario	Net zero emissions by 2050, internal decarbonization cost and carbon credit derivative costs per year	Net zero emissions by 2050 in a 1.5°C scenario	Annual cost increase accounts for <2% of annual revenue	Internal and external decarbonization measures
Physical Risk—Drought	IPCC Fifth Assessment Report RCP 8.5 Scenario	Business losses due to production line shutdown caused by drought	The maximum consecutive rainless days increase by 10.73%.	Drought occurs every five years, resulting in a reduction in revenue of approximately <2.5%	Internal water conservation measures, use of recycled water, and water discharge recycling
Physical Risk—Heat wave	IPCC Fifth Assessment Report RCP 8.5 Scenario	Increase in air conditioning costs due to high temperatures affecting production line operation	Temperature rise of 3.55°C by the end of the century	Annual cost increase accounts for <1.5%	Annual cost increase accounts for <1.5%

- ◆ Catcher assesses the potential increase in drought and heatwave based on future maximum number of consecutive rainless days and average daily high temperatures.
- ◆ This assessment considers key indicator data from the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP), which covers the RCP2.6, RCP4.5, RCP6.0, and RCP8.5 scenarios.

Location	Base period 1986~2005	Recent period 2006~2035	Mid-century 2046~2065	End of century 2081~2100
Tainan City	62	Change (%) / Days		
		2.28/63	5.36/65	10.73/69
	34.7	Change (°C) / Daily High Temperature (°C)		
		0.77/35.47	1.94/36.64	3.55/38.25




Risk Management

- Risk Identification and Assessment Process for Climate-related Risks; Risk Management Process for Climate-related Risks; Explanation of how the aforementioned risk identification and management processes are integrated into the company's overall risk management system.
- ◆ Catcher has a risk management framework, and climate-related risks are managed following this framework.

Risk Identification and Assessment	Risk Control and Mitigation	Risk Response	Risk Monitoring and Reporting
<ul style="list-style-type: none">■ Identify risk categories and items.■ Confirm the degree of risk impact and its effect on the company's operations.	<ul style="list-style-type: none">■ Relevant departments propose risk control and mitigation plans.■ Regularly report on the progress and effectiveness of plan implementation.	<ul style="list-style-type: none">■ Refer to ISO 22301 framework to develop Business Continuity Plans.■ Conduct regular education, training, and emergency response drills.	<ul style="list-style-type: none">■ Regularly report on risk monitoring and the effectiveness of countermeasures.

Indicators and Targets

- Evaluate whether indicators are aligned with company strategy and risk management.
- ◆ Catcher sets climate-related indicators, including greenhouse gases, energy usage, and water resource efficiency, based on climate change risks and their impact.

 <p>Climate Change</p> <ul style="list-style-type: none">✓ Meet SBTi's annual absolute reduction requirements.✓ Net-zero emissions by 2050.	 <p>Energy Usage</p> <ul style="list-style-type: none">✓ Reduce non-renewable energy consumption by at least 3% annually.	 <p>Water Resource Efficiency</p> <ul style="list-style-type: none">✓ Renewable water usage accounts for more than 25% annually.✓ Zero days of water supply disruption each year.
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4.3 Environmental Pollution Prevention

In compliance with the ISO 14001 Environmental Management System, Catcher adopts the Plan-Do-Check-Act (PDCA) Cycle for systematically executing and managing various pollution control and environmental practices to meet local regulations and customer requirements and fulfill the responsibilities it should assume in environmental protection. In 2022, Catcher did not receive any environmental grievances through its formal grievance mechanism. The total amount of environmental protection expenses is NT\$60,306,381 for Catcher.

Air Pollution

(1) Policies / Commitment

- According to the regulations, Catcher implements the necessary control measures and methods, to reduce emissions and improve environmental efficiency.

(2) Goals & Target : Control Air Pollution

- To cope with introductions and changes of the new process, proper air pollution control devices will be set up, and environmental protection permits will be obtained thereby achieving 100% compliance of laws and regulations.

(3) Responsibilities

- According to the internal operational management procedure, Environmental Protection Department is responsible for leading and tracking other departments' situation.

(4) Resources

- For the air pollution prevention and control equipment, a designated person conducts daily pre-operation inspection while an environmental inspector conducts random checks to ensure the equipment's normal operation. The air pollution emission pipeline complies with regulatory requirements. A third party is entrusted to perform pollution source emission detection. In the factory and surrounding areas of the discharge pipeline, an environmental safety personnel regularly monitors the content of VOCs and PM2.5, so as to effectively control air quality.



▲ Catcher's air pollution prevention equipment

(5) Grievance Mechanisms

- Public statement, employee feedback and grievance channel, internal environmental protection department.

(6) Specific Action of 2022

- ✓ **Continuous Optimization of Craftsmanship & Process to Reduce Air Pollutant**
Catcher keeps research & development of advanced paints, changing oil-based paint in the raw material of coating line to water base paint gradually, benefiting reduction of VOCs emission.



Catcher cares for the environment and advocates the importance of source improvement in air pollution prevention. In recent years, the coating process has been actively introduced with low-VOC water-based coating technology replacing high-VOC oil-based coating technology. Through continuous training of personnel and maintenance of prevention equipment, a reduction in air pollution emissions is achieved.



➤ Waste

(1) Policies / Commitment

- Through systematic management (from source to follow-up study), Catcher achieves the goal of waste reduction and efficient use of resources. Finally, circular economy will be obtained.

(2) Goals & Target : Reuse & Recycle

	2022	2021	2020
Ratio of reuse of waste > 90% (including waste materials reuse)	92.60%	93.76%	94.83%
Medium-term and Long-term: Achieve the goal of sustainable use of resources, in the future, reach 95% reuse of waste.			

(3) Responsibilities

- According to the internal operational management procedure, Environmental Protection Department is responsible for leading and tracking other departments' situation.

(4) Resources

- Dedicated personnel of waste storage area of each factory, handheld five-in-one (O2/LEL/CO/VOC/H2S) gas detector

(5) Grievance Mechanisms

- Public statement, employee feedback and grievance channel, internal environmental protection department.

(6) Specific Action of 2022

✓ Recycle & Reuse of Plastic Material Waste

Catcher introduces a waste plastic recycling project. It uses the equipment such as crushers, extruders, and plastic injection machines to grind the waste plastics generated in the process, and the jigs that are no longer used in the process, which are then re-granulated and made into jigs that meet the needs of the factory through the injection mechanism, so as to achieve the purpose of waste plastic recycling, reduce waste generated. Moreover, it could relieve the environmental burden of air pollutants caused by incinerator combustion and the bottom ash landfill.

✓ Reduce weight of sludge through sludge drying system

Catcher introduced the sludge drying system to effectively reduce more than 50% weight of sludge produced in the manufacturing process. The amount of sludge was outsourced disposition showed excellence. This greatly reduced the environmental load caused by the terminal waste treatment, and drives down the cost of sludge treatment and reduces the burden on suppliers of cleaning and transportation.



▲ Catcher's Sludge Drying System

Catcher’s Waste Management steps

Waste Reduction at the Source

1

Catcher continuously promotes waste reduction and classification at the source among employees, and strengthens the drive towards a paperless green company. Through the implementation of an electronic form approval system, paper usage has significantly decreased. Additionally, employee payroll statements are now delivered electronically through email notifications. In our manufacturing processes, Catcher is continually reducing the proportion of hazardous industrial waste.

Safe storage

2

Safe storage is ensured by carefully distinguishing general wastes from hazardous wastes and storing them appropriately. In addition, fire extinguisher, lighting, or emergency sprinkler facilities have also been installed.

Proper disposal

3

Catcher entrusts a third party verification unit with waste inspection every year. And empty cars are confirmed and weighed under supervision, cars are followed randomly, and inspections are requested as needed. If waste disposal companies are found to be involved in illegal activities, they will be subject to inspections of the highest standards to ensure the legitimacy of their waste disposal work flow.

Responsibility Tracking

4

Environmental Protection Department annually confirms the domestic qualified removal, disposal and reuse companies, and then invites the qualified companies to come to the factory to explain their waste disposal work flow. The qualified companies need to provide the report of waste inspection proved by the third party verification unit. After that, Catcher confirms the characteristics of waste with the qualified companies, and approves price, formulates contract and contracts in accordance with legality.

Through waste reduction at source, safe storage, proper disposal and responsibilities tracking, Catcher continuously manages the waste effectively.

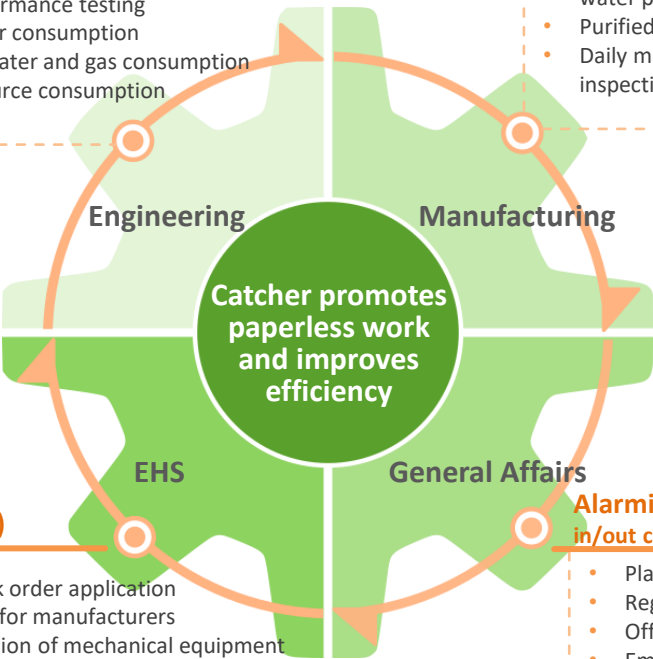


Standardization (Air pressure, gas, electricity, tap water)

- Regular inspection and maintenance of air compressor
- Regular inspection of the drying machine
- Regular inspection and maintenance of chilling machine
- Air compressor performance testing
- Record of total power consumption
- Record of total tap water and gas consumption
- Release of power source consumption

Data exchange (wastewater and water purification system)

- Wastewater quality monitoring
- Regular inspection and maintenance of water purification system
- Purified water quality monitoring
- Daily meter reading and operation inspection of wastewater plant operation



Digitalization (EHS management)

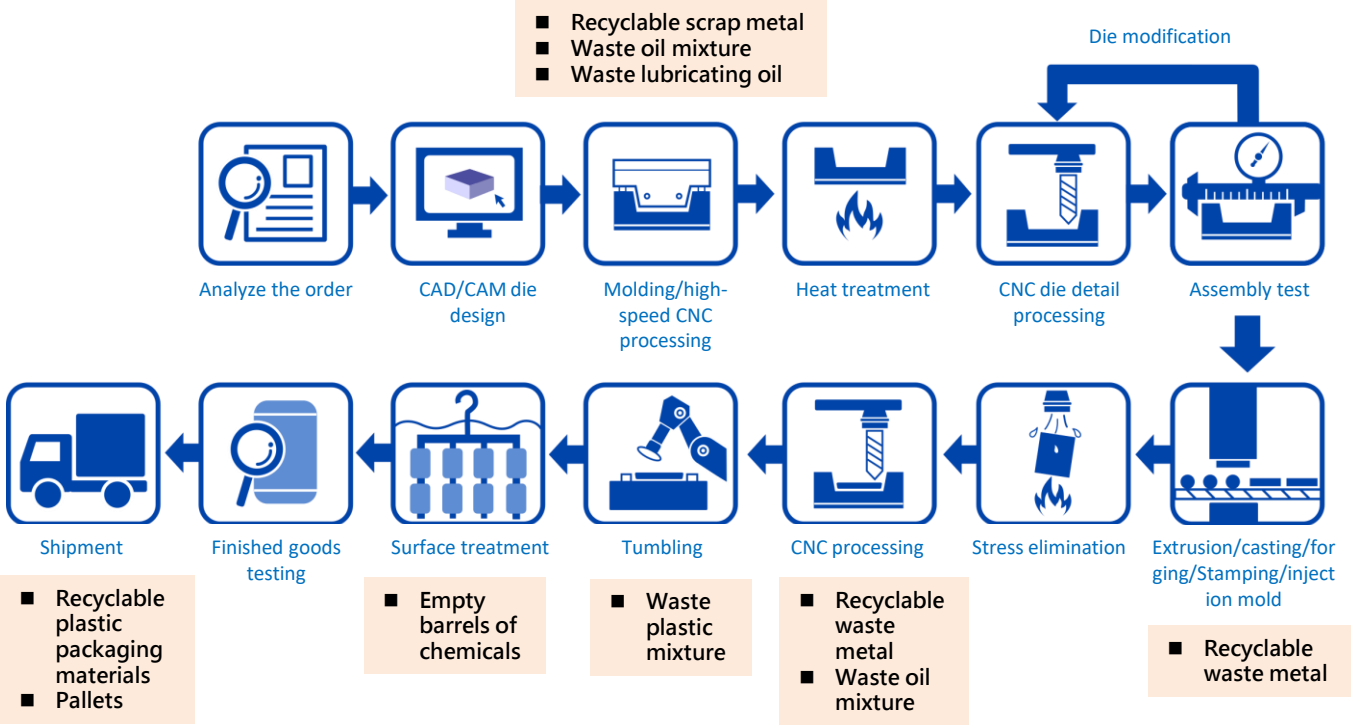
- Construction work order application and entry control for manufacturers
- Automatic inspection of mechanical equipment
- SDS Safety Data Sheet
- Safety inspection of factory production process
- Occupational safety, environmental protection, fire protection license management
- Statutory check and inspection of occupational safety and environmental protection
- Statutory declaration of occupational safety, environmental protection and fire protection
- Calibration of measuring instruments
- Environmental protection and fire protection inspection form

Alarming (security, surveillance, and in/out control)

- Plant monitoring system
- Regular safety e-patrols
- Office access control
- Employee out of office management
- In/Out management for objects and vehicles
- Visitor management



➤ Waste generated during the manufacturing



Treatment		2022		2021	
		Weight (metric tons)	Ratio (%)	Weight (metric tons)	Ratio (%)
Hazardous Waste	Incineration	60.71	0.52	47.23	0.43
Non-Hazardous Waste	Incineration	801.72	6.88	640.31	5.81
	Reuse	10,785.83	92.60	10,336.57	93.76
Total		11,648.26	100	11,024.11	100

Note: The increase in hazardous waste in 2022 was mainly due to the increase the treatment of waste solvents to meet customer requirements. The production and production capacity requirements in the coating process were adjusted, resulting in an gradual increase in the output of waste solvents. In addition, a portion of the temporary waste storage in 2021 was cleared and processed in 2022 through the waste treatment plant that utilized acceptable treatment capacity.



➤ Water resource and wastewater

(1) Policies / Commitment

- Implement wastewater management to achieve the goal of sustainable coexistence with environment and ecology.

(2) Goals & Target : Reduce & Control

	2022	2021	2020
Completion rate of control of water discharge quality better than water standards	100%	100%	100%

- Medium-term and Long-term: Reduce the use of water and continue to control water quality to minimize the impact of environmental ecology

(3) Responsibilities

- According to the internal operational management procedure, Catcher' s wastewater treatment plant is responsible for leading and tracking other departments' situation.

(4) Resources

- Dedicated personnel of wastewater treatment plant, nickel on-line analyzers, COD on-line analyzers

(5) Grievance Mechanisms

- Public statement, employee feedback and grievance channel.

(6) Specific Action of 2022

Catcher values environmental water resources and continues to implement various water-saving measures to reduce the consumption, treatment, and discharge of tap water and wastewater. By improving the internal water recycling rate, approximately 239,000 tons of water can be saved each year, effectively utilizing water resources and minimizing waste.

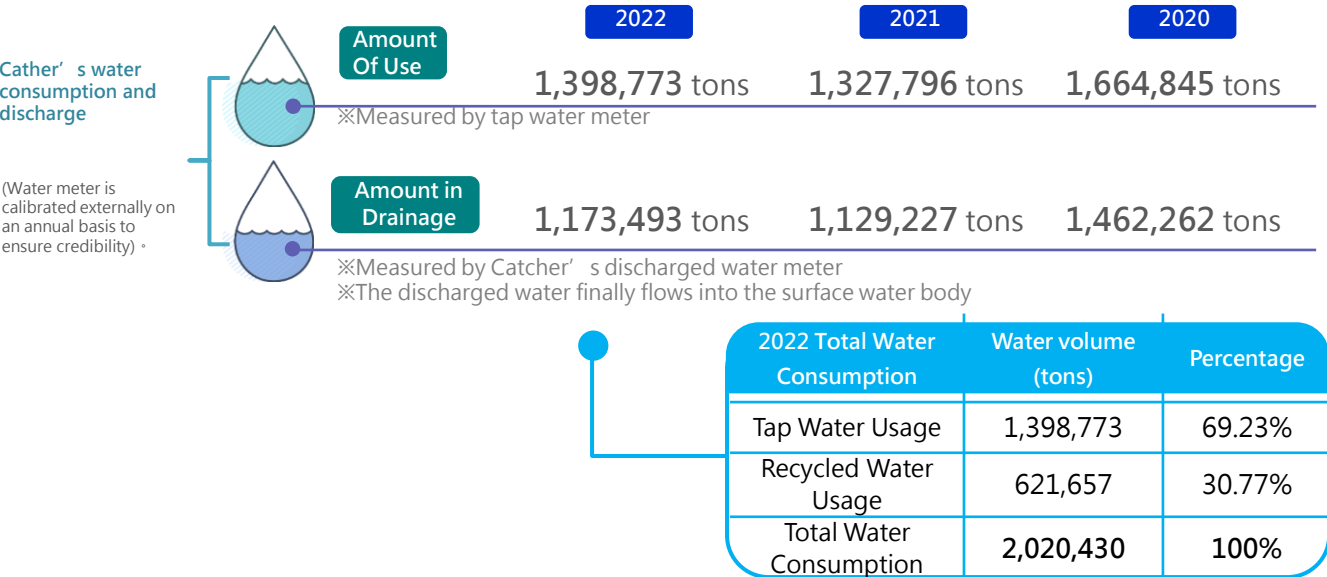
Factory	Water-saving Projects
Ren'ai Plant	Recycling the concentrated discharge water from the air conditioning cooling tower for washing tower use.
	Recycling and filtering the grinding wastewater for reuse.
Nanke Plant	Recycling the overflow water from the cooling tower for washing tower use.
	Recycling and filtering the grinding discharge water for reuse.
Yongke Plant	Recycling the cooling water discharge water for washing tower use.
	Recycling and filtering the grinding wastewater for reuse.
	Recycling the concentrated discharge water from the air conditioning cooling tower for washing tower use.
	Adding a recycling pipeline from the ultrapure water tower to the pure water tower.
	Recycling the drainage from the cleaning section of the cleaning line for use in the grinding water recycling system.
	Reusing the pure water from the East Grinding Single Axis + Three Axis Wire Drawing Line.
	Reusing the steam condensate water.

In the management water resources and wastewater discharge, Catcher has invariably been cautious in its water conservation practices to prevent environmental pollution and violation of environmental laws.



▲ Catcher' s wastewater plant and its operation

➤ Periodical Statistics of Water Use And Drainage



➤ Waste Divergence and Water Quality Monitoring

Catcher has established wastewater related management procedures and standard operating procedures, which mandate that wastewater treatment must follow relevant water discharge standards or control standards. Unlawful discharge is strictly forbidden. If the equipment or facilities at the wastewater treatment plant are non-functional, the cause of the problem must be identified immediately to prevent pollution expansion. If necessary, a portion or the entire production operation can be suspended until the problem is resolved.

In compliance with environmental protection laws, the plant adopts two discharge systems, a rain gutter for rainwater collection and effluent channel for discharging wastewater into wastewater treatment plant. Catcher generates two types of wastewater: domestic wastewater produced by employees and wastewater produced during manufacturing processes. Domestic wastewater is treated by aeration and biological treatment. Production wastewater is mainly acidic and is generally treated using anodizing method. Specifically, acidic wastewater is neutralized at the wastewater treatment plant, coagulated, settled, and sand-filtered, before mixing it with domestic effluent for subsequent discharge. Every day, dedicated personnel tests the effluents by following discharge water quality standards. The test results proved it conformed to and performed even better than statutory discharge standards.

2022 Wastewater Discharge in Taiwan

Destination			Water quality test item			
			Water temperature (°C)	pH value	Suspended solids (SS)(Unit: mg/L)	Chemical oxygen demand (COD) (Unit: mg/L)
Ren Ai Headq uarters	Ditch of District Office	Standar d	May–September < 38°C October–April < 35°C	6-9	30	100
		Test Results	27.9	7.3	6.1	35
T.I.P. Factor y	T.I.P. Wastewater Treatment Plant	Standar d	< 42°C	5-9	320	520
		Test Results	33.2	6.3	12.2	13.6
Y.K.I.P. Factor y	Y.K.I.P. Wastewater Treatment Plant	Standar d	< 45°C	5-9	500	800
		Test Results	27.9	7.4	2.2	9.2

4.4 Climate Change Strategy

(1) Policies / Commitment

- Catcher is committed to promoting energy conservation and GHG inventory & disclosure’ s information, to control the greenhouse gas emissions. According to GHG emissions, Catcher can plan a reduction project, and then make a contribution to the earth.

(2) Goals & Target : Minimize the Impact

	2022	2021	2020
The GHG emissions of every product are lower every year (emission unit: tCO2e)	70534.95	71685.13	72822.43
Medium-term and Long-term: Minimize the impact of climate change and global warming on the operation			

(3) Responsibilities

- According to the internal operational management procedure, Catcher’ s Engineering Department is responsible for leading and implementing energy management and conservation projects, and tracking other departments’ situation.

(4) Resources

- Dedicated personnel of construction, energy-saving equipment and engineering, educational training

(5) Grievance Mechanisms

- Public statement, employee feedback and grievance channel

(6) Specific Action of 2022

Catcher achieved energy conservation and improved internal electricity efficiency through various conservation measures, resulting in an estimated reduction of 285.80 tons of greenhouse gas emissions annually.

Factory	Energy-saving Projects
Ren Ai Headquarte rs	Installation of time controllers for ventilation fans in male and female restrooms.
	Recovery of waste heat from boiler steam to heat water for foreign staff dormitories.
	Central air-conditioning chiller water recycling in the coating line.
	Installation of a frequency converter for a 30HP fan on the old anode line, operating at 40Hz frequency.
Yong-Ke Factory	Installation of time controllers for hot water return pumps in the dormitory building.
	Installation of time controllers for ventilation fans in bathrooms.
	Installation of a frequency converter to reduce the frequency of ventilation fans in the low-voltage electrical room to 40Hz.



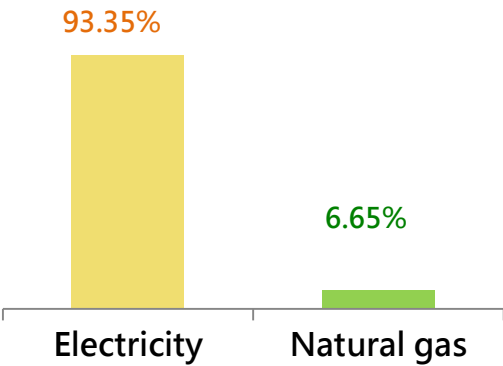
➤ Greenhouse Gas Management and Strategy

Catcher understands the potential impact of energy consumption and greenhouse gas emissions on the environment. Guided by the principles of sustainable operation and social responsibility, Catcher continuously manages energy consumption and has actively conducted greenhouse gas inventories since 2015. This enables the company to effectively track greenhouse gas emissions within the factory and identify areas for potential reduction, thus implementing energy and greenhouse gas management policies. Additionally, in response to customer demands, Catcher has participated as one of the initial investors in the Clean Energy Fund to support the development of the green energy industry.

Each factory has established a dedicated project team responsible for conducting greenhouse gas inventories and management. Chaired by the Chairman, the teams refer to the ISO 14064-1 guidelines for quantification and reporting of greenhouse gas emissions and the Environmental Protection Administration's guidelines for greenhouse gas emissions reporting. The baseline year selected is 2015, and the inventory covers both direct greenhouse gas emissions (Scope 1) and indirect greenhouse gas emissions (Scope 2).

According to the statistics for 2022, the three factories mainly consumed non-renewable energy sources, including electricity, natural gas, and diesel, with a total consumption of 47.13 GJ. Electricity usage accounted for 44.32 GJ, followed by natural gas at 2.81 GJ. The calculations are based on meter readings provided by electricity and natural gas companies, as well as internal records of diesel usage at Catcher. In 2022, Catcher did not use renewable energy sources nor engaged in the sale of electricity, heating, cooling, or steam.

▼ 2022 Non-Renewable Energy Consumption Ratios in Taiwan



The total emissions of three factories in 2022 were calculated to be 70,534.947 tons of CO2e, the direct GHG (Scope 1) emission sources contributed to 7,830.124 tons of CO2e, and energy indirect GHG (Scope 2) emission sources contributed to 62,666.859 tons of CO2e. We tried to disclose other indirect GHG (Scope 3) emission sources, which contributed to 37.964 tons of CO2e. With our continued promotion of energy efficiency plan at our factories, we expect to achieve goals of energy efficiency and save costs.

▼ 2 0 2 0 ~ 2 0 2 2 Greenhouse Gas Emissions

Unit : tons of CO2e

Item \ Year	2022	2021	2020
Scope 1	7,830.124	7,682.413	8,422.931
Scope 2	62,666.859	63,938.736	64,399.495
Scope 3	37.964	63.9811	- -
Total emissions	70,534.947	71,685.1301	72,822.426

Note : Due to the considerable difficulty in data collection in Scope 3, currently only diesel fuel for outsourced transportation is inventoried.

In the future, Catcher has continued to disclose carbon emission information on its official website (http://www.catcher-group.com/tw/csr_esh_more.aspx?ID=9) and in its sustainability reports. We will also acknowledge the fact that our main source of GHG emission is purchased electricity, and implement various power-saving measures and ways to increase electricity efficiency, such as managing power use and replacing our lighting systems. The scope of implementation will include the production line, office buildings, and dormitories in Taiwan. Catcher will remain committed in practicing energy-saving and carbon reduction to protect the earth from top to bottom.





5. Appendices

- 5.1 GRI Standards Indicators Index Reference Table
- 5.2 United Nations Global Compact Comparison Table
- 5.3 Sustainability Accounting Standards Board(SASB) content index



5.1 GRI Standards Indicators Index Reference Table

Usage Statement	Catcher follows the GRI guidelines to publish the 2022 Sustainability Report, covering data and information from January 1st to December 31st, 2022.
GRI 1: Referenced	GRI 1: Foundation (2021)
GRI Industry Guidelines Application	None

GRI Standard	Disclosure Items	Page	Omitted Explanation/Remarks
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GRI 2: General Disclosures (2021)

Organizational Profile and reporting practice			
2-1	Detailed Organizational Information	20	--
2-2	Entities Included in the Sustainability Report	6	--
2-3	Reporting Period, Frequency, and Contact Information	6-7	--
2-4	Restatements of Information	--	No relevant matters
2-5	External Assurance	7	--
Activities and Workers			
2-6	Activities, Value Chain, and Other Business Relationships	20	--
2-7	Employees	59-61	--
2-8	Non-Employees Workers	59	--
Governance			
2-9	Governance Structure and Composition	26	--
2-10	Nomination and Selection of the Highest Governance Body	26-27	--
2-11	Chair of the Highest Governance Body	26-27	--
2-12	Role of the Highest Governance Body in Impact Management Oversight	28	--
2-13	Delegating Impact Management Responsibilities	28	--
2-14	Role of the Highest Governance Body in Sustainability Reporting	10	--
2-15	Conflicts of Interest	--	Catcher 2022 Annual Report(http://www.catcher-group.com/tw/investor_financial_psc.aspx)
2-16	Communication of Key Significant Events	10	--
2-17	Collective Knowledge of the Highest Governance Body	27	--
2-18	Evaluation of the Highest Governance Body's Performance	10	--
2-19	Compensation Policies	59、61、63	Catcher 2022 Annual Report(http://www.catcher-group.com/tw/investor_financial_psc.aspx)
2-20	Compensation Determination Process	59、63	
2-21	Annual Total Compensation Ratio	--	Highest Annual Total Compensation - Confidential Information

Sustainable communication	Corporate Governance	Social Harmony	Environmental Harmony	Appendices
GRI Standard	Disclosure Items	Page	Omitted Explanation/Remarks	
GRI 102: General Disclosures				
Strategy, Policies, and Practices				
2-22	Sustainable Development Strategy Statement	4-5	--	
2-23	Policy Commitments	11、55-56	--	
2-24	Incorporation of Government Commitments	40、55-56	--	
2-25	Processes for Mitigating Adverse Impacts	42、52-53	--	
2-26	Mechanisms for Seeking Advice and Raising Concerns	40-42	--	
2-27	Regulatory Compliance	44	--	
2-28	Membership in Associations	79	--	
Stakeholder Engagement				
2-29	Stakeholder Engagement Policy	12-16	--	
2-30	Group Agreements	--	Catcher signs an Employment Agreement with each employee to specify rights and obligations and safeguard labor-management relationships.	
GRI 3: Material Topics (2021)				
3-1	Process of Determining Material Topics	16-18	--	
3-2	List of Material Topics	16-18	--	
3-3	Management of Material Topics	35、39、46、49、58、65、70、92、94、98、100	--	
Specific Disclosures - Economic				
201 Economic Performance	201-1 Direct Economic Value Generated and Distributed	--	Catcher 2022 Annual Report (http://www.catcher-group.com/tw/investor_financial_psc.aspx)	
	201-2 Financial Impacts of Climate Change and Other Climate-Related Risks and Opportunities	89-90	--	
202 Market Presence	202-2 Proportion of Senior Management Hired from the Local Community	61	--	
205 Anti-Corruption	205-1 Operations Assessed for Risks Related to Corruption	43	--	
	205-3 Incidents of Corruption and Actions Taken	39-43	--	
206 Anti-Competitive Behavior	206-1 Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopolistic Practices	39-43	--	

GRI Standard	Disclosure Items	Page	Omitted Explanation/Remarks
Specific Disclosures - Environment			
302 Energy	302-1 Energy Consumption Within the Organization	101	--
303 Water	303-1 Water Withdrawn by Source	99	--
305 Emissions	305-1 Direct (Scope 1) Greenhouse Gas Emissions	102	--
	305-2 Energy Indirect (Scope 2) Greenhouse Gas Emissions	102	--
306 Waste and Wastewater	306-1 Water Discharge by Quality and Destination	99	--
	306-2 Waste by Type and Disposal Method	97	--
308 Supplier Environmental Assessment	308-1 New Suppliers Screened Using Environmental Criteria	47	--
Specific Disclosures - Social			
401 Employment	401-1 New Employee Hires and Employee Turnover	62	--
	401-3 Parental Leave	64	--
402 Labor-Management Relations	402-1 Minimum Notice Periods Regarding Operational Changes	56	--
403 Occupational Health and Safety	403-1 Worker Representation in Formal Joint Management-Worker Health and Safety Committees	73	--
	403-2 Types of Injury, Work-Related Illness, Lost Days, Absenteeism, and Number of Work-Related Fatalities	75	--
405 Diversity and Equal Opportunity	405-1 Diversity of Governance Bodies and Employees	59-62	Catcher 2022 Annual Report http://www.catcher-group.com/tw/investor_financial_psc.aspx
406 Non-Discrimination	406-1 Incidents of Discrimination and Actions Taken	57	--
407 Freedom of Association and Collective Bargaining	407-1 Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	46-47、57	--
408 Child Labor	408-1 Operations and Suppliers at Significant Risk for Child Labor	46-47、56	--
409 Forced or Compulsory Labor	409-1 Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	46-47、56	--
412 Human Rights Assessment	412-2 Employee Training on Human Rights Policies or Procedures	55-57	--
413 Community Assessment	413-1 Operations with Local Community Engagement, Impact Assessments, and Development Plans	79	--
414 Supplier Social Assessment	414-1 New Suppliers That Were Screened Using Social Criteria	46-47	--
415 Public Policy	415-1 Political Contributions	40	--
418 Customer Privacy	418-1 Confirmed Incidents of Violations Involving Customer Privacy or Loss of Customer Data	35-38	--

5.2 United Nations Global Compact Comparison Table

Category	The Ten Principles	Page/Notes
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	56-57
	Principle 2: ensure that they are not complicit in human rights abuses	56-57
Labor	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	56-57
	Principle 4: the elimination of all forms of forced and compulsory labor;	56-57
	Principle 5: the effective abolition of child labor; and	56-57
	Principle 6: the elimination of discrimination with respect to employment and occupation	56-57
Environm ent	Principle 7: Businesses should support a precautionary approach to environmental challenges;	85-86
	Principle 8: undertake initiatives to promote greater environmental responsibility; and	87-102
	Principle 9: encourage the development and diffusion of environmentally friendly technologies	87-102
Anti-corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	39-43

5.3 Sustainability Accounting Standards Board (SASB) Content Index

Category	Coding	Indicator Description	Data/Description
Energy Management	RT-IG-130a.1	(1) Total Energy Consumption (2) Grid Electricity Percentage (3) Renewable Energy Percentage	(1) 47.13GJ (2) 100% (3) 0
Employee Health and Safety	RT-IG-320a.1	(1) Total Recordable Incident Rate (TRIR) (2) Fatality Rate (3) Near-Miss/First Aid Rate (NMFR)	(1) 0.1427 (2) 0 (3) 0
Fuel Efficiency and Emissions in Use Phase	RT-IG-410a.1	Sales-Weighted Fleet Fuel Efficiency for Medium and Large Vehicles	Not applicable due to non-corporate industry
	RT-IG-410a.2	Sales-Weighted Fuel Efficiency for Non-Road Equipment	Not applicable due to non-corporate industry
	RT-IG-410a.3	Sales-Weighted Fuel Efficiency for Stationary Combustion Engines	Not applicable due to non-corporate industry
	RT-IG-410a.4	Sales-Weighted Emissions of (a) Marine Diesel Engines, (b) Locomotive Diesel Engines, (c) On-Road Medium and Heavy Duty Diesel Engines, and (d) Other Non-Road Diesel Engines for (1) Nitrogen Oxides (NOx) and (2) Particulate Matter (PM)	Not applicable due to non-corporate industry
Materials Sourcing	RT-IG-440a.1	Risk Management Explanation Related to Key Material Use	Monitoring supply chain disruptions or shortages and actively assessing key raw materials or critical components with at least two suppliers to mitigate supply shortage risks.
Remanufacturing Design and Services	RT-IG-440b.1	Revenue from Remanufactured Products and Remanufacturing Services	Not applicable due to non-corporate industry.
Activity Metrics	RT-IG-000.A	Number of Units for Each Product Category	4,748,857
	RT-IG-000.B	Number of Employees	3,942



Thank you for taking the time to read this report. Please do not hesitate to contact us should you have any suggestions and words of encouragement.
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